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The Texas Labor Mobility Project's purpose was to demonstrate the effectiveness of using financial assistance to create stability in migrant workers and to reduce unemployment. The program was designed as a research project to gather information about all phases of the Mobility Project. This was handled through the Texas Employment Commission. In recruiting for the project, applicants found in the active files of the Supply Area Texas Employment Commission offices were given first consideration. Applicants were carefully screened to meet eligibility criteria and had to reassess their interest in relocating. Job development was conducted with the realization that there was a large surplus of unemployed manpower in all of the supply areas. Interested companies from different areas of Texas were listed with pay rate and job types. The major role of the Texas Employment Commission was locating suitable housing for the relocated families. Housing, work, and personal problems caused most of the adjustment problems. It was concluded that the Labor Mobility is a feasible and practical implement to (1) assist in alleviating conditions of labor surplus and labor shortage, and (2) afford opportunity for social advancement of disadvantaged people. The appendices include forms used, statistics, and case histories. [Not available in hard copy due to marginal legibility of original document.] (CM)

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Foreword

The passage of time and the overwhelming majority of relocatees who are still living in their new homes and working in their new jobs serve as mute confirmation that the impact of relocation on the individual or his family, is negligible, and adjustment is highly probable - even for the people from an area which is richly endowed with tradition and language differences.

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FINAL REPORT

Texas Labor Mobility

Experimental and Demonstration Project

Project No. 6717

Texas Employment Commission

April 1969

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David C. Ruesink and Thomas B. Batson

I. BACKGROUND AND INTRODUCTION

The Rio Grande Valley and the other border areas of Texas are unique in nature. The major activity in these areas is low income farming. For many years the areas have experienced a high unemployment rate and an increasing population. Approximately 75% of the population is of Mexican descent and greatly dependent upon agriculture, either at home or away.

A majority of the areas' inhabitants fall into two groups. Those workers who (1) annually migrate to the Northern Harvest and (2) those who are employed seasonally on jobs of short duration in the Valley. Those who migrate to follow the crops, pay a great price for their nomadic habits. This way of life results in persistent low income and poor school attendance by the migrant children. The workers who depend on local employment eke out a bare existence from the low wage employment which is entirely dependent upon the weather and the current prices for crops. Due to the lack of industry in the area and to the general economic structure, these people are enveloped in a pocket of fluctuating high unemployment. In recent years, mechanization of many farm operations such as cotton picking and vegetable harvesting and the development of effective herbicides and pesticides have greatly reduced the demand for stoop labor.

Recent steps to alleviate the poverty and educational deficiencies of this ethnic group have resulted in programs of adult education and vocational training, and the establishment of special schools for migrant children which concentrates the regular nine-month school year into six months. However, though education and better understanding of the problems of these people have helped to raise their living standard, it has far to go to compare with the living standard of other highly industrialized areas of the State.

Although the Rio Grande Valley and other border areas of Texas are still in a period of slow economic change, other areas of the State are experiencing a period of extreme economic growth. The unemployment rates of these rapidly growing areas are the lowest in the nation. Only those persons with extremely limited availability for work or unmarketable skills need go unemployed. Some promoters of the Rio Grande Valley refer to it as the "Magic Valley"; to many residents it is a "Valley of Tears".

Former efforts were not definite enough to prove one way or another whether these people would relocate if given the proper motivation and employment assistance. The Texas Labor Mobility Project therefore presented the first real opportunity to determine the feasibility of relocating migrant workers from the labor surplus Rio Grande Valley to manpower-short areas of Texas.

Labor Mobility discussions began on October 3, 1966, regarding the unavailability of jobs for recipients of Adult Migrant Vocational Training in the Rio Grande Valley and other border communities of Texas.

This project was designed to demonstrate the effectiveness of using financial assistance to both create stability in migrant workers and to reduce unemployment. This program was designed as a research project to gather information about all phases of a mobility project. The purpose was not just the relocation of workers.

The original proposal, which involved Manpower Development and Training Act (MDTA) training in aircraft sub-assembly coupled with referrals to MDTA on-the-job training in Grand Prairie, was submitted on February 17, 1967. After review by the Bureau of Employment Security, this proposal was returned with suggestions for possible revisions and amendments.

Mr. Juan Castillo, of the Mobility Staff of the Branch of Automation Manpower Services in Washington, and Mr. Bob Newhouse of the Bureau of Employment Security met with Texas Employment Commission representatives to provide assistance and advice on how to set up the new proposal. This revised proposal was amended to include Relocation Assistance Allowances for people other than for MDTA-OJT. This proposal was resubmitted in June of 1967. The amended proposal was approved and funded the same month.

A task force meeting was held on July 21, 1967, at the Texas Employment Commission State Office with representatives of all participating agencies in attendance. Mr. Bill Crawford of the Bureau of Employment Security presided. The groundwork for the operation of the project was discussed and it was agreed that recruitment should begin as soon as the staffing and training of personnel had been completed.

Specific supply and demand areas were defined. The Supply Area consisted of 13 counties in the Southern part of the state. These counties were Bexar, Nueces, Willacy, Cameron, Hidalgo, Starr, Jim Hogg, Zapata, Webb, Dimmit, Zavala, Maverick, and Val Verde. Three specific Demand Areas were chosen - The Fort Worth Standard Metropolitan Statistical Area, the Dallas Standard Metropolitan Statistical Area, and the Beaumont-Port Arthur-Orange Standard Metropolitan Statistical Area. Although Houston was not considered a major demand area because of the numerous other special projects being carried out locally, it still contributed many employment opportunities. Labor force statistics, major industries, and occupations of the unemployed are shown in Appendix B.

In September of 1967, the Texas Employment Commission began recruitment for the Texas Labor Mobility Demonstration Project under the Manpower Development and Training Act (MDTA) of 1962 as amended. The project population included residents of the Rio Grande Valley and other Mexican border areas of Texas. Relocations began October 17, 1967.

There is a surplus of manpower in all of the areas of Texas which border Mexico. All of the training conducted under federal provisions in these areas is fruitless if these people cannot be absorbed into the economy either locally or elsewhere. This experimental project has proven that these workers will relocate if provided the opportunity and financial assistance to do so.

As far as new industry moving into these areas, it takes more than a surplus labor supply for a company to consider opening a business in a new location. Consideration must also be given to transportation facilities, availability of fuel and other supplies, community attractions such as housing, schools, churches, recreational facilities, and many other aspects. In many instances, the relocation of workers is more practical than the development of new industries. The individual worker is more readily mobile.

II. ORGANIZATION AND STAFFING

A. Organization

The Mobility Project was handled through the Special Programs Department of the Texas Employment Commission. This Department, under the direction of the Chief of Special Programs, is composed of three sections; namely, the MDTA Project Development, and MDTA Payment section, the Cooperative Area Manpower Planning System section and the Economic Opportunity section. Because Mobility is manifold and covers every aspect of employment service operations, cooperation and exchange of information was carried on among all of these units at the State Office level. The department chief's main function was in policy making. Many policy changes had to be made as a result of the experimental nature of the project and lack of previous Labor Mobility experience.

The project director was stationed with the Economic Opportunity unit in the State Office. The duties of the project director included organizing, planning, directing, and coordinating the Labor Mobility Project in Texas. At times the coordinating of activities between the Supply and Demand Areas became most urgent. Also, all employer orders and worker applications were reviewed and forwarded to appropriate offices as quickly as possible. Close contact was primarily necessary between the MDTA Payment Unit and the project director and this was done as often as necessary on a daily basis on matters concerning eligibility, timetables, and changes in regular procedure. Often, close cooperation with the project development unit was necessary on questions concerning MDTA projects, project locations and termination dates. Frequent visits by the project director to both supply and demand areas were necessary to assist with and evaluate mobility activities, also providing first hand knowledge of the project machinery.

Labor Mobility payments were issued from the MDTA Payment Unit of the Texas Employment Commission's Special Programs Department. The machinery was already set up to issue payments for regular MDTA Training; therefore, the integration of mobility payment into this unit required very little shifting of work load.

Mobility officers were stationed in each prime Supply Area; i.e. McAllen, Rio Grande City, Harlingen, Brownsville, Laredo, Eagle Pass and San Antonio and in each Demand Area; i.e. Dallas, Grand Prairie, Fort Worth, Houston, and Beaumont. These positions were shifted as work load varied or need existed. For example, the greatest work load proved to be in Grand Prairie because of the relocations to that area for one large employer, therefore; additional assignments to this local office had to be made. The Dallas - Fort Worth Adult Migrant Education (AME) Coordinator proved very helpful in settling the relocated families. The project officers in the Supply Area were responsible for recruitment, screening and for supportive counseling. These services were performed on a continuing basis as need arose. These officers were responsible for "selling" the idea of relocation to people who were usually hesitant about wanting to change their way of living. Initially, this task was not usually an easy one. However, as the project gained momentum and popularity, more time was spent doing actual screening than recruitment.

The personnel assigned to operate a mobility project should realize the significance of full time permanent employment to an unemployed person from a depressed area. Although the basic guidelines of mobility were followed when working with the project population, it was understood that flexibility in operation was necessary in providing a service to achieve a particular goal. Imagination and dedication were necessary ingredients to successful relocations. All of the Labor Mobility officers in both Supply and Demand Areas were well aware that Mobility demanded dedication beyond what was regularly expected.

B. Staff Recruitment

The assignments to the Mobility staff were made during the latter part of August and the first part of September 1967. Since staffing was kept flexible because of variations in work load, some of the initial mobility staff assignments were shifted in order to maintain good overall coordination.

Staff recruitment was held to a minimum for several reasons. First many personnel in field offices were already working with these people on a full time basis. These were people assigned to work on upgrading persons in Adult Migrant Education (AME) jointly with MDTA. Mobility assignments became part of the responsibility of these AME coordinators who worked hand-in-hand with personnel specifically assigned to this project. Many services already provided through regular Employment Service procedures fit the services required by the project population. However, overall coordination was still the prime responsibility of the Mobility Project officers.

C. Training

Orientation training in Labor Mobility was conducted for project staff personnel in the Supply Area (Weslaco) the week of August 28, 1967. This training outlined project goals, guidelines, and included familiarization with the forms used for compiling Labor Mobility data. Similar training was conducted for the project staff personnel in the Demand Area (Grand Prairie) the week of September 4, 1967. The Labor Mobility Handbook was used as a guide.

Throughout the life of the project, continuing informal training was conducted in both Supply and Demand Areas by the Project Director and other project representatives. This was necessary due to the changes occurring in project criteria and operations.

III. OPERATIONS

A. Recruitment and Screening

1. Recruitment Methods

During the early stages of the project, before beginning the institutional MDTA classes, applicants found in the active files of the Supply Area Texas Employment Commission offices were interviewed to determime if there would be much interest in the labor mobility program. A list of people who indicated a desire to relocate for a good job and who had the potential for the work that was being offered was compiled. These applicants were the first people to be considered for relocation.

At first, there were many great doubts as to the feasibility of breaking with traditionally close family and friendship ties which are deeply rooted and sincerely respected by the Mexican-Americans who compose the majority of the population of the area. This problem was to some degree dissipated in the later stages as many successful and happy relocation experiences were reported back to the area. After consideration was given to the applicants in the active file, persons in the inactive file were considered. In all cases, a special effort was made to interest veterans.

As the first classes in MDTA were started and the first trainees were moved under Labor Mobility, much publicity was given the project by local newspapers and television stations. Most of the news releases in both supply and demand areas were factual and had nothing but praise for the project. Also, many employer ads in the newspapers helped enhance recruitment. The results from these news releases and advertisements were always good and as a result, applicants continued to come in for several weeks following the publicity.

Many other methods of recruitment were utilized, including radio (English and Spanish), television announcements, and the "personal contact" and "word of mouth" method.

After the first relocatees became settled in their new homes and went to work at their new jobs, many returned to their former homes in the Valley to visit relatives during the Christmas Holidays. These relocatees became the best recruiters we had. Word spread rapidly and applicants continued to come in on the recommendations of their friends and relatives who had moved on Labor Mobility. The "word of mouth" method was extremely valuable in predominantly Spanish-speaking areas such as Rio Grande City, Laredo, and Eagle Pass.

In addition, contacts were maintained with other agencies, such as, Neighborhood Youth Corps, Community Action Agencies, county and city officials, local school systems, civic clubs, welfare organizations, and chambers of commerce. As records were not required on the referrals from each of these agencies, it is difficult to say from whom the most help was received. However, local school systems with AME training were responsible for the referral of many applicants. Next in number were applicants referred from the Community Action Agencies, Mainstream, and Title V applicants from the Texas Department of Public Welfare. Many other organizations assisted by spreading the word about labor mobility.

It should also be stressed that applicants are subject to a change of mind. Many applicants contacted, interviewed, and screened early in the project period indicated they positively would not relocate for employment, later changed their position and actively solicited the local office for Labor Mobility consideration. Approximately mid-way in the project period, local offices recontacted many applicants who had refused relocation initially. Many of those recontacted subsequently relocated under Labor Mobility.

Since there is a large surplus of manpower in all of the supply areas, recruitment was never a major problem and recruitment activity maintained a fast and steady pace throughout the life of the project. When the project terminated, many applicants were disappointed because opportunity for relocation was no longer available.

2. Screening

The first step in screening an applicant for relocation was a personal interview by Texas Employment Commission counselors or interviewers to establish sincere interest in wanting to relocate. If interest was affirmed, then the Mobility forms were prepared to determine eligibility and to obtain the research mobility information required. It was still necessary for the applicant to be screened by an employer or employer representative before further action could be taken.

In addition to selection through a personal interview, some employers required satisfactory completion of specific aptitude tests which were administered prior to referral to the employer representative. If accepted, the mobility forms were processed enabling the applicant, if appropriate, to attend local training under MDTA prior to relocation. If prior formal training was not required, the applicant was relocated as soon as practical. A few companies required the applicant to undergo a physical examination. These physical examinations were arranged by the Texas Employment Commission but paid for by the prospective employer. Approximately 75% of the relocatees were given a physical examination by a company doctor after relocation. In addition to the requirements contained in the Labor Mobility Amendment, and specific employer requirements, other conditions were considered to determine sincere interest before extending Labor Mobility assistance.

These were:

a. Was the applicant involuntarily unemployed and was the unemployment because of labor surplus in the local area and would movement be advantageous to both the labor surplus and labor shortage areas?

b. Was the applicant likely to benefit from relocation?

c. Was he interested in a permanent out-of-area job?

d. Was he physically able to perform the work?

e. Was he willing to move his entire family to a new and sometimes strange area?

f. Was he unable or unwilling to relocate without financial assistance?

g. Did he express a willingness and intent to remain in the new area?

First and foremost in the interviewing process was the determination of relocation acceptability. If the applicant was unwilling to move to another area for work after a careful explanation of the project, he was advised to tell his friends and neighbors of the opportunity available at the employment office. No applicant was made to feel ill at ease because of a negative decision. All interviews were conducted in a positive manner at all times and as a direct result, many applicants not only reversed their original decision, but brought friends and relatives for interviews. In many cases, related family groups and groups of friends relocated at the same time to the new locality. The advantages and drawbacks of Labor Mobility were discussed and each applicant was encouraged to make his own decision as to relocating. Each applicant was given sufficient time to think it over, and talk it over with his family.

Two types of interviewing procedures were used during the project. In the beginning, groups of eight or ten and sometimes as many as fifteen applicants were told of the relocation project at the same time in a room set aside for that purpose. Examples of the work involved, charts and graphs depicting salary scales and relocation allowances, and maps of the State and relocation area were used as visual aids to explain the program and project as completely and as accurately as possible. This method of orientation allowed the most efficient use of personnel time since the Mobility Coordinator could talk to a large group. Later, the decision was made to try the individual orientation interviewing approach because it was discovered that one older applicant in a group of eight to fifteen who was against relocation, no matter what the reason, could convince the entire group that relocation was a "bad thing". Applicants in a group would look to the oldest among them for leadership and guidance.

After switching to the individual interviewing orientation concept, this group motivation problem was completely eliminated. In the final analysis, a greater number of applicant interviews resulted in positive commitments to relocation using the slower individual orientation interviewing method.

3. Eligibility

The Labor Mobility criteria for eligibility as outlined under the MDTA Act was adhered to. Eligibility requirements under the MDTA Act are as follows:

a. Must be an involuntarily unemployed individual. A person who is willing and able to accept suitable employment, and who is

(1) Unemployed through no fault of his own. An individual is unemployed through no fault of his own if he was:

(a) laid off due to lack of work
(b) discharged for reasons other than fault or misconduct; or
(c) forced to resign for reasons other than misconduct

(2) Unemployed for six or more weeks regardless of cause or termination.

(3) A member of a farm family with less than $1,200 annual net farm family income.

Occasional odd job employment was not considered as employment in determining whether a worker was involuntarily unemployed. Individuals who were underemployed (having a job of a permanent nature, even though working less than full time, below skill level and at a lower rate of pay) were not considered as involuntarily unemployed. As experience was gained, in maintaining a good success factor, preference was given but not limited to married individuals who were relocating at the same time as their families. If for good reason, such as pregnancy, illness or other justifiable family problems, relocation of the family was not feasible at the time a worker was to relocate, exceptions were made. Single individuals were more likely to be considered for Mobility if they had taken training of which all or part was financed by federal funds and they were relocating for a training related job.

4. Comments

Recruitment -

Because of surplus of unemployed individuals found in all of the supply areas, recruitment for labor mobility was never a major problem.

Call-in of individuals from the active files of the supply area Texas Employment Commission offices was the initial method used in recruiting; however, after the project became established, other means such as newspaper, radio and television publicity, and word-of-mouth became more productive methods.

Screening -

When the project began, the only minor problem encountered by the Mobility staff was a uniform interpretation of the Mobility eligibility criteria. However, through staff supervision and training, this was quickly corrected.

Eligibility -

Eligibility requirements contained no provision for consideration of individuals who were underemployed (working below their skill level, less than full time and at a low wage.) It was found that the majority of those individuals who were ruled ineligible fell into the "underemployed" category.

B. Job Development

1. Job Development Efforts

Job Development under the Labor Mobility program was conducted with the realization that there was a large surplus of unemployed manpower in all of the supply areas. Initially, Demand Area Texas Employment Commission active files were searched for acceptable orders that demand area offices were unable to fill because of the acute labor shortage. The Mobility representative in each area then contacted these employers and explained the Mobility program. Personal visits to employers were made as necessary in order to explain the details of the project. At all times, it was kept in mind that all orders should be of a caliber to warrant the expenditure of time, money and other relocation frustrations.

Almost without exception, once the project was explained to an employer, active participation was the immediate result. Throughout the duration of the project, inquiries were received from interested employers. Many of these were culled out of the program if their main idea was that they could obtain cheap labor through this program.

An entry of $2.00 an hour was the minimum wage for which the Labor Mobility representative was striving in each order unless fringe benefits, working conditions, or good possibility for advancement outweighed the entry wage. The "intent to hire" statements from employers was usually obtained without difficulty. In discussing the program with employers, the Mobility representative was instructed to try to "sell" positive recruitment, i.e. employer or his representative interviews potential workers in their home area. Positive recruitment proved to have the best results in successfully bringing the employers and workers to an agreement. All interested employers received services and cooperation depending upon their needs.

2. Special Techniques

Arlington-Grand Prairie -

Since the majority of those relocated to Arlington-Grand Prairie were part of the MDTA-OJT Coupled portion, new job development was attempted with only six companies in that area. Three of these firms followed through with bona fide job offers. Initially, all of the direct hires were made by means of referral to positive recruitment; later some job offers were obtained as a result of worker applications being forwarded to the employer.

Fort Worth -

In Fort Worth, during the early months of the Labor Mobility Program, AME-MDTA trainee lists were projected to the demand area for job development. The Labor Mobility staff, working closely with others in that office, set about the task of job development for the listed individuals.

Personal visits to employers who had expressed interest were made by Labor Mobility staff members to explain the program, pass out general information sheets, and to develop openings for workers desiring to make the move.

Dallas -

In Dallas, job development was conducted through several sources. An examination of local office open job orders in the regular placement units indicated employers who were having difficulty finding workers in the tight Dallas labor market. When an order had a good starting salary with chances for advancement and good working conditions, the employer was contacted by telephone and the Labor Mobility Project was briefly explained. When interest in participating in mobility was expressed, a member of the mobility staff personally called upon the company and explained the program in detail. If the job was satisfactory and the employer was interested in cooperating, a mobility order was obtained and projected on clearance to a supply area. When an applicant registered in a supply area office and became interested in relocating to a demand area, a job application detailing the applicant's work qualifications was sent to the demand area for job development. When a job order was obtained, this was then sent to that particular supply area office where the specific job was discussed with the applicant.

Current employer folders which are maintained in the local office were also another good source for job development.

After the Labor Mobility Program was established and knowledge of its existence became more widespread, employers began calling the Texas Employment Commission office requesting additional information about the program. From these leads several good job orders were developed. However, the majority of these inquiries were made in the hope of finding a cheap source of labor.

Beaumont -

In Beaumont, job development efforts were aimed at employers known to utilize workers in the occupations in which training was being conducted in the supply area under MDTA.

Employers to be contacted were identified as follows:

a. Employers in personal and telephone programs.

b. Employers located through a study of the Yellow Pages of the telephone directories for Beaumont, Orange, and Port Arthur.

c. Study of newspaper want-ads.

Visits were made in person by the Labor Mobility Representative. In most instances, when the employer was in a regularly scheduled visit program, the Mobility Representative made the contact with the local office Service Representative (employee in local employment office who contacts employers on a regularly scheduled basis) in order to not disrupt the visit programs in the local office areas.

Houston -

There was almost no problem in the job development phase of this operation in the Houston office due to the extreme shortage of labor in the Houston area. The local Houston Texas Employment Commission offices were able to supply lists of employers who had unfilled orders for many different occupations. The Labor Mobility staff personally contacted these employers to explain the Labor Mobility Program.

When these employers were contacted, most needed only an explanation of Mobility before making a decision to participate in the program. Numerous employers learned of Labor Mobility through other employers, and they would call the Texas Employment Commission to inquire about further information. Most of the interested employers expressed a desire to participate, and placed orders for workers. There was very little resistance from employers to the signing of an agreement to hire an applicant upon arrival in Houston. Although some employers had objections to guaranteeing a $2.00 per hour minimum wage, most of the employers met this figure, and some even exceeded it.

3. Positive Recruitment

Positive recruitment means that an employer or his representative will interview applicants in the supply area office at a given time. In discussing the program, the importance of positive recruitment was explained, and most employers agreed that they would travel to the supply area to interview applicants. Only the smaller firms who needed only two or three applicants, showed a reluctance to do positive recruitment, and this was understandable. These smaller firms often agreed to hire Labor Mobility applicants on the basis of a review of the worker's applications. Most firms also agreed on the importance of newspaper and radio advertising by the employer in the Supply Area just before and during the time of positive recruitment.

In some instances, employers were unwilling to engage in positive recruitment, even though they had a definite need for workers. They were not convinced that results would be fruitful and thus did not want to go to the expense of sending representatives some 350-400 miles to recruit.

Before the Demonstration Project began, job development for the MDTA-OJT Project had resulted in a contract for 750 aircraft assemblers who after receiving the institutional portion of their training in the supply area would be relocated with Labor Mobility assistance to complete on-the-job training at the main plant in Grand Prairie. This contract was developed as the result of joint efforts of Adult Migrant Education, Texas Employment Commission and other agencies in both the supply and demand areas.

Positive recruitment was conducted by the following companies. They are listed by location of company, size, product, etc.

ARLINGTON - GRAND PRAIRIE

1. PRODUCT: Airplane Manufacturer
   SIZE: 25,400 Employees
   TYPE JOB: Aircraft Assembler
   PAY RATE: $2.50 per hour

2. PRODUCT: Mobile Homes Manufacturer
   SIZE: 125 Employees
   TYPE JOB: Framer
   PAY RATE: $2.10 per hour

3. PRODUCT: Concrete Pipe Manufacturer
   SIZE: 250 Employees
   TYPE JOB: Laborers
   PAY RATE: $2.00 per hour

4. PRODUCT: Storage
   SIZE: 150 Employees
   TYPE JOB: Forklift Operators
   PAY RATE: $1.85 per hour

FORT WORTH

1. PRODUCT: Bomb and Shell Casings Manufacturer
   SIZE: 3000 Employees
   TYPE JOB: Foundry Workers
   PAY RATE: $1.82 to 2.19 per hour

2. PRODUCT: Boats and Plastic Specialties Manufacturer
   SIZE: 25 Employees
   TYPE JOB: Moldman and boat outrigger
   PAY RATE: $1.60 to 2.00 per hour

3. PRODUCT: Oil Well Pumps and Equipment Manufacturer
   SIZE: 335 Employees
   TYPE JOB: Production Machine Operator
   PAY RATE: $2.00 per hour

4. PRODUCT: Fiber-glass Insulation Materials Manufacturer
   SIZE: 190 Employees
   TYPE JOB: Mat Packers
   PAY RATE: $2.18 per hour

DALLAS

1. PRODUCT: Landscaper
   SIZE: 80 Employees
   TYPE JOB: Landscaping Worker
   PAY RATE: $2.00 per hour

DALLAS (Continued)

2. PRODUCT: Mining Drill Manufacturer
   SIZE: 703 Employees
   TYPE JOB: Machine Operator Trainee
   PAY RATE: $2.12 per hour

3. PRODUCT: Door Manufacturer
   SIZE: 12 Employees
   TYPE JOB: Millman Trainee
   PAY RATE: $2.00 per hour

4. PRODUCT: Municipal Government
   SIZE: 9149 Employees
   TYPE JOB: Park Worker
   PAY RATE: $1.91

5. PRODUCT: Lumber Company
   SIZE: 25 Employees
   TYPE JOB: Millman Trainee
   PAY RATE: $2.00 per hour

6. PRODUCT: Lead Smelter
   SIZE: 311 Employees
   TYPE JOB: Welder Trainee
   PAY RATE: $2.00 per hour

7. PRODUCT: Pressure Vessels Manufacturer
   SIZE: 175 Employees
   TYPE JOB: Foundry Worker
   PAY RATE: $2.03 per hour

BEAUMONT

1. PRODUCT: Shipbuilding and Repair Firm
   SIZE: 1115 Employees
   TYPE JOB: Welders
   PAY RATE: $2.87 per hour

2. PRODUCT: Appliance Repair Center
   SIZE: 6 Employees
   TYPE JOB: Appliance Repairman
   PAY RATE: $1.85 per hour

HOUSTON

1. PRODUCT: Chain Link Fence Manufacturer
   SIZE: 180 Employees
   TYPE JOB: Production and Machine Operator Trainees
   PAY RATE: $1.80 per hour

HOUSTON (Continued)

2. PRODUCT: Wire Mesh Reinforcing Manufacturer
SIZE: 90 Employees
TYPE JOB: Machine Operator Trainees
PAY RATE: $1.80 per hour

3. PRODUCT: Bed Manufacturer
SIZE: 100 Employees
TYPE JOB: Upholsterer Trainees and Woodworking Machine Operator Trainees
PAY RATE: Beginning at $2.00 per hour

4. PRODUCT: Wire Rope and Cable Manufacturer
SIZE: 150 Employees (approximately)
TYPE JOB: Production Helpers
PAY RATE: $2.00 per hour

5. PRODUCT: Auto Service Firm
SIZE: 450 Employees
TYPE JOB: Auto Service Mechanics
PAY RATE: $2.00 per hour

6. PRODUCT: Wholesale Bakery Firm
SIZE: 265 Employees
TYPE JOB: Bakery Wagon Driver
PAY RATE: $100.00 per week plus commission

4. Pre-Employment Interviews

This method of recruitment was used when the order called for a limited number of people. The purpose of holding the interview in the demand area held several advantages for the applicant. The applicant had the opportunity to survey the work site and the city, and possibly even housing arrangements could be initiated. The employer, in turn, had a decided advantage in that he could interview the applicant in the work environment. Sometimes the selection criteria necessitated a physical examination by the company doctor and sometimes a polygraph test was required. These were easily arranged for and administered in the demand area.

In some cases the State Office was notified by the demand area that an employer was ready to interview a specific applicant whose application had been reviewed. In other instances, the supply area notified the State Office that an apparently qualified applicant was ready to travel to the demand area on a particular order which required an interview. In either case, the office at the opposite end was notified by memorandum, if time permitted, or by telephone and the ground work was laid to coordinate the proposed trip.

The amount of money that was to be needed to cover the expenses of the trip was estimated. The estimate was kept to a minimum but allowed the cost for a round trip bus fare, $5 per night for lodging and $5 per day for meals. A formal request for the money to cover the cost of the trip was made to the Texas Employment Commission Fiscal Department. This request outlined each expense that was expected.

When the check was forwarded to the supply area, a telephone call was made to advise the Labor Mobility officer that the money was on the way and a definite time and date of departure for the applicant was established.

When the check was received in the supply area office, the applicant was called in, given the check and instructed as to who to call in case of emergency (he was given office hour and after office hours telephone numbers) and what to expect upon arrival. Receipts were obtained for every check.

The demand area Labor Mobility officer was advised of the applicant's approximate arrival time in the demand area. The Labor Mobility officer in turn advised the employer.

When the applicant arrived in the demand area, the Labor Mobility officer met the applicant and took him or showed him where he should go for an interview and at what time. If necessary, the demand area officer also helped the applicant make suitable arrangements for overnight lodging.

When a hire resulted after the face-to-face interview, a Letter of Intent to hire was obtained from the employer and sent to the State Office. The applicant then returned to the supply area for processing for relocation. If the outcome was negative, the applicant returned to the supply area for other services. In some cases, applicants who were not hired by the original employer were referred to other employers in the demand area. Excellent job commitments were obtained from these other employers.

5. Program Results

Arlington-Grand Prairie -

In the Arlington-Grand Prairie area, orders were placed for a total of 136 entry level workers. One order for 20 workers was cancelled by the employer. One for eight was considered substandard for mobility consideration. Of the remaining 108 openings, 34 were filled.

A warehousing firm placed three orders for a total of 50 people; referrals made through positive recruitment resulted in 16 hires. A trailer manufacturer placed an original order for 20, hired 19, eight of whom did not relocatee. Later this same company attempted to hire nine more men by means of clearance applications; four were selected, but one failed the physical examination given in the supply area. A concrete pipe manufacturer placed two orders. The first, using positive recruitment, called for 15 workers. The second order, to be filled by clearance applications, was for six workers. A total of eight workers were hired. Eleven hires, who did not require training prior to relocation, were recruited in the supply area, and involved no job development efforts in the demand area.

In addition to the above companies, three other employers were contacted in an effort to develop jobs. One, a mobile homes manufacturer, cancelled an order for 20 framers because he decided he was not ready to hire. Another, a cafeteria chain, was not considered for Labor Mobility because of the low wage offered.

Fort Worth -

In Fort Worth, a total of 383 job openings were submitted by the four firms doing positive recruitment, resulting in 124 workers being relocated under the Labor Mobility program. Additional persons not eligible for relocation allowances made the move at their own expense and a bomb casing manufacturer continued recruiting on regular clearance orders after the relocation retention factor was established. Forty-five individual clearance applications were received from the supply area which resulted in ten placements and job orders from eighteen companies.

Jobs were developed for all those desiring to relocate except one particular individual who had received training as an electrical appliance repairman. Employers refused to interview this applicant because he had a hernia.

Dallas -

In Dallas, 33 orders were developed for 144 workers. This resulted in 50 placements 48 of which were hired through positive recruitment.

Beaumont -

Eight trainees from an MDTA welding school in Del Rio were hired by a shipbuilding firm in Beaumont and began working on December 4, 1967.

One job was developed for an Electrical Appliance Serviceman Trainee with an appliance company. An MDTA trainee from Eagle Pass reported to the job and was hired April 17, 1968.

A job for a welder, first class, was developed with a bridge construction company in Orange. A Job Corps welder graduate from Laredo, Texas went to Orange, was interviewed, tested and passed the physical examination. He was hired and was to report to work July 15, 1968. However, because of family problems he could not relocate and lost his opportunity for employment.

Houston -

The Labor Mobility Program in the Houston Office resulted in 163 jobs being developed. Approximately 110 referrals were made which resulted in 42 placements.

C. Services to Applicants

1. Services Prior to Relocation

Supportive services rendered the applicant and his family prior to their relocation were provided primarily by three agencies, the Texas Employment Commission, company counselors or representatives, and representatives of the moving van company.

Supportive counseling was of foremost importance. Every applicant had a problem or two that needed an answer. Of greatest concern was the problem of "fear". This included fear of the unknown, of distance, of housing availability, of school acceptance for children of the family, of a new and untried skill, of community acceptance in the demand area, and dismay at breaking traditional neighborhood ties in the supply area. Other problems involved complicated family relationships, questionable title to furniture and other chattels, and the lack of dependable transportation.

Friendly advice and encouragement were constantly employed by local office personnel in answer to the thousand-and-one doubts that were continually advanced by the potential relocatees. This positive attitude, we feel, helped to assure the success of the project.

Potential relocatees were channeled to the local office counselors where an in-depth counseling session was given the applicant. The complete mobility program was explained to the applicant and if interested and qualified, the preliminary paper work was completed.

Where actual relocation was preceded by a training period such as was the case with the Grand Prairie applicants, another very unique and highly beneficial supportive service was possible. Those applicants who had cleared all requirements and were ready to begin their training were invited with their families to a semi-social gathering on the Friday afternoon before the start of training. This meeting was conducted by the Texas Employment Commission jointly with company personnel and training personnel and ended with a question and answer period. It permitted, for the first time, a discussion with the wives and helped to resolve questions and allay fears or doubts concerning the unknown or misunderstood future. This meeting engendered a feeling that after moving they would not be total strangers but among friends. One example of the camaraderie and mutual trust that was established was the voluntary formation of automobile caravans to travel together on the trip. This was to insure the maximum of safety and assistance for everyone involved.

All other applicants were called in for similar family get-togethers and meetings. The get-togethers gave the wives who were moving a chance to meet each other and engendered the feeling that they would know someone in the town to which they were moving. At these meetings, anyone having doubts or questions about the move had the chance to have these questions clarified prior to moving.

When the number of relocatees being relocated at one time did not justify a family get-together, supportive services given them were as follows:

a. Counseling by local office counselors
b. Orientation by the employer representative or employer
c. Orientation by TEC interviewers at the time the first IM check was given to the applicant
d. Details on the fact sheet were reviewed and explained to make sure the applicant understood when he was to leave
e. How to pack his furniture and belongings
f. Where and when to report on arrival at the place to which he was relocating
g. Any other pertinent information that was applicable to the move

Those applicants accepted for and enrolled in training were interviewed again by Texas Employment Commission interviewers at the end of the second week of training. The purpose of this interview was to obtain housing applications on those who were eligible for public housing and record any changes in housing needs or items to be moved. On Monday of the fourth week of training, "Labor Mobility Payment Forms" were completed for each trainee and again any changes affecting his move were recorded. This information was transmitted to the demand area.

The last contact TEC personnel in the Supply Areas had with Grand Prairie applicants was when the first relocation assistance allowance checks were distributed. This was normally on a Tuesday of the fifth week of training. During this last contact, a "Labor Mobility Fact Sheet" (See Appendix A) was given to each trainee. Each item on the fact sheet was explained with emphasis being placed on departure time and arrival schedule, on how the relocatee and his family should dress when apartment hunting, the telephone numbers to call in case of trouble on the road, and who to call upon arrival in the Demand Area.

A Grand Prairie firm was the only company served by the project which had counselors hired full time especially to counsel the relocatees. This was done on a continuing basis starting with the first day of training. This counseling service, along with training prior to relocating, helped tremendously in causing the relocatee to identify with the company with whom he was relocating. This intensive counseling contributed to the low loss rate of relocatees experienced by this company.

Rates for moving household goods in Texas are set and governed by the Texas Railroad Commission. Therefore, an Austin based moving company was selected to coordinate this aspect of the LM Project. The moving company representative then made a survey trip to all the training schools, and to the local offices in the supply area. During this trip, the Texas Employment Commission Supply Area Mobility Officers in the local offices were briefed on moving procedures for household goods. The moving representative was also able to make a preliminary estimate of the average weight of household goods per relocatee. This average weight was actually what was experienced. This preliminary planning provided a more realistic outlook as to the actual problems that might occur and also provided some insight into preventative measures.

Relocations involving more than one family or for more than one company generally require a very intricate time schedule, exact truck routing, and close communications between parties involved in the movement of household goods.

The moving company representative, being located in the same city as the Texas Employment Commission State Office, was able to maintain a close liaison with the project director and other State Office personnel who were directly involved with all phases of the relocation. All requests for moving van services were directed from the project director to one representative of the moving company. The moving company was furnished with the name, address, and date of moving of each trainee. For those companies that performed training before relocation, the moving representative was then able in most cases to personally meet with each trainee prior to the move.

The majority of points involved in the loading and unloading were almost equidistant from Austin, Texas. The moving company representative was approximately two hours by company plane time from these sites whenever it was necessary for on-the-spot supervision.

The moving representative instructed the trainees on how to pack various household objects, handed out printed information, (See Appendix A) explained in detail exactly what was involved in the transporting of their goods, what they should do before the moving van arrived at their loading address, what service to expect from the moving van company, explained driving time schedules, and what to expect upon arrival at the destination. During this meeting with each group, a detailed loading schedule was prepared to show the order and approximate time that each trainee's household goods would be loaded. Loading of household goods was usually accomplished on Wednesdays, with each trainee being free to travel after his household goods were loaded.

During the trip from the supply area to the demand area, a big brother type system was established in case of unforeseen difficulties, such as mechanical breakdowns or accidents. The relocatees were provided with telephone numbers on the Fact Sheet showing where to call for assistance day or night. There was a number to call at any point along the route to the demand area.

Throughout the project life, daily continuing exchange of information was maintained among the Supply Areas, Demand Areas, and the Texas Employment Commission State Office by use of a "WATS Line" and teletype.

2. Services Following Relocation

All the relocatees, without exception contacted the Texas

Employment Commission local office immediately upon arrival in the Demand Area. When each relocatee was greeted, an attempt was made to put him at ease. The mobility officer would attempt to answer any questions and resolve any problems which may have arisen during the trip. The wife was given information on nearby schools, medical facilities, and recreation areas.

At this time, the second check of the relocation grant (the third and final check was issued one week later) was issued and then the relocatee was escorted to a bank where through prior agreement between the Texas Employment Commission and bank officials, his check was cashed without delay. The purpose for cashing the check was to ensure that the family would have the necessary cash for either rental, security or utility deposits.

Next the staff member carried the family to look at housing. On the way the trainee was often shown the plant in which he would be working and the office to which he would report for his processing. If appropriate, the staff member also pointed out the nearest church of the proper denomination, schools, shopping centers, bus stops, etc.

HOUSING

The Texas Employment Commission's major role in the demand areas was the locating of suitable housing for the relocated families. This task proved to be a great undertaking since available housing is difficult to locate. The problem was multiplied because when available rentals were found, these dwellings remained available only a few hours or at the most a few days.

Notification of the arrival of a relocated family was usually received a week or so before the family arrived. The notification was in the form of a Housing Questionnaire (See Appendix A) which contained information on the family composition (i.e. number, sex, age, etc.) type of housing preferred (public or private), and amount of furniture. Armed with this information, the mobility staff then attempted to find suitable housing for the relocatees. In Dallas, public housing presented no real problem. The Dallas Public Housing Project (Elmer Scott Place) always had adequate vacancies to accommodate those families who qualified. This was not usually the case in other areas. For the families requesting private housing, it was a different story. Available private housing is in critical shortage. The mobility staffs accumulated card files of real estate agents and apartment managers. Each card contained detailed information on available housing (cost, size, and if they accepted children). These cards were reviewed in an attempt to locate suitable housing for all applicant's needing private housing. Also newspapers were scanned daily for available rental units. Many calls were usually required to produce one vacancy.

It soon developed that simply being able to suggest possible places to rent was not enough. A great deal of counseling was necessary relative to housing. Every effort was made to include the wife in the conversation because, in most cases, she was the one who made the final decision. The most suitable place, as far as location, condition and price, was described. A choice would be offered when possible and the advantages and disadvantages of each selection were pointed out. The Mobility officers were always careful to explain that they were not attempting to "place" people in housing. All the officers could do was accomplish preliminary legwork, the advance preparation which the relocated families could not possibly do for themselves in the day or two they had to get settled.

Most relocatees were reluctant to accept the first choice offered them, and therefore by showing them at least two choices, when available, the family was more likely to accept one of the two. The predominant problems encountered were the general lack of available suitable housing, the high rent requested for housing, the reluctance of many to live in integrated neighborhoods, the distance of housing from the job (their fear of becoming lost and the traffic are classified under this category), and the fact that some families with three or more children relocated without bringing furniture. Some landlords were reluctant to rent furnished places to families with children. Also some relocatees were reluctant to rent a particular apartment or house because they felt they would never be able to find their way back to the place of work or the Texas Employment Commission office. Every effort was made to combat this feeling of being lost. Maps of the city were given trainees and routes were clearly marked. If necessary, introductions were arranged with other relocated families living in the same vicinity. Few of the men were accustomed to the heavy traffic and confusing freeways of a metropolitan area. On more than one occasion the staff answered a telephone call requesting assistance in meeting a lost trainee to lead him out of the maze.

If housing was acceptable, deposits were paid and the necessary documents, if any, were completed. If the family expressed dissatisfaction with the housing the staff had been able to locate, they were provided additional assistance until something more satisfactory could be found on a permanent basis.

Usually, if a family did not qualify for public housing, they were instructed to arrive in the demand area no later than Thursday so that they would have ample time to find suitable housing. Normally, the moving van did not arrive in the Demand Area until Friday. Therefore, in many instances overnight lodging was required. The problem of overnight lodging was solved by agreement

> with local hotels and motels enabling families to receive reduced rates for overnight lodging. A Labor Mobility officer personally took each family to a motel or hotel and made the necessary introductions. A card with the telephone number of the Texas Employment Commission office and the home number of a Mobility Project Worker was left with the family to call in case a problem arose that could not be handled by the relocatee. The family was informed of the approximate time to expect the moving van and was advised to have someone at the new home to receive the furniture. The relocatee was urged to contact the Mobility staff if any problems arose with settling-in.

Other services involved working closely with families who had difficulty adjusting to their new environment. This assistance was in the form of finding other jobs for those dissatisfied with their first one, helping the wives find jobs, interpreting and helping solve the unique problems encountered by those who could not easily communicate in English. Of great importance, was assistance in registering children in school and referral to clinics for vaccinations and medical treatment. Orientation to the new environment was of utmost importance and tours of the area were arranged for many relocatees. These tours by the Texas Employment Commission Labor Mobility staff pointed out shopping centers, churches, parks and other areas of interest.

Conscientious relationships between employers and new employees always varied. When it was found or discovered that an employer took little or no interest in the adjustment problems of a relocatee, steps were taken to correct the situation. In most cases, good results were obtained.

3. Outside Agencies

In the Supply Area, cooperation among community and governmental agencies brought about a concerted effort to make mobility successful. The Economic Development Administration (EDA) under the United States Department of Commerce provided monies for remodeling of the training facility in Rio Grande City, as well as providing money for the training project.

The public school systems of McAllen, Harlingen and Rio Grande City sponsored the five-week institutional phase of the LTV-OJT project.

Many enrollees of OEO's adult migrant basic education classes in Cameron, Hidalgo, Maverick, Nueces, Starr, Val Verde, Webb and Zavala counties were referred and considered for Mobility.

The Community Action Agencies in the supply areas referred applicants for Mobility. These applicants were usually Neighborhood Youth Corps enrollees or graduates. Also CAA in Rio Grande City provided the space where the Mobility staff could screen and test.

The Mobility Project received much favorable publicity in all of the Demand Areas. As a result of this and also as a result of the Texas Employment Commission's efforts to set the stage for the arrival of relocatees by contacting many service agencies and explaining mobility, many invaluable services were provided to relocated families by several agencies.

The Community Action Agency helped by enrolling children in school, taking children to health centers to be given immunization shots, locating baby sitters and setting up an English class especially for Labor Mobility relocatees. The CAA also in one instance arranged with the United States Immigration and Naturalization Service for the extension of visas for a relocatee's family who were not American citizens. Overall, the CAA was very cooperative in all areas.

Traveler's Aid of Fort Worth helped a few of the families not eligible for relocation assistance allowances that settled in Tarrant County by giving money and staples. It also made possible two "get-togethers" for relocatees living in Public Housing. These meetings enabled the relocatees to meet each other and to discuss their mutual problems.

In Houston, Traveler's Aid was of considerable help in two areas regarding relocatees. They cooperated in helping locate both permanent and temporary housing. Some personal visits were made with the relocated families in an attempt to assist them with health or other needs. They also tried to give the relocatees a sense of being wanted in the community.

The major problem faced throughout the project was finding suitable housing for the relocatees in the demand area. It is extremely doubtful that the mobility project would have succeeded to this extent without the excellent cooperation of the Dallas Housing Authority. Initially, the Housing Authority revised the housing entrance requirements by amending the income criteria. This meant that a family with three minor dependents was eligible for admission to the Public Housing complex (Elmer Scott Place). These were the families for whom it was most difficult to locate private housing. A full time employee of the Dallas Independent School District, was officed at the public housing project community center and offered educational counseling to the newly relocated families and assisted the families in registering their children in school. Families living at Public Housing were exposed to excellent opportunities for social adjustment. The Public Housing staff conducted classes in family budgeting, cooking, sewing, first aid, health, and most important, for those who needed it, basic English.

At Elmer Scott Place, a full time social welfare worker offered guidance and counseling in all areas of social adjustment. The manager of Elmer Scott Place was extremely cooperative with the mobility staff.

The staff at Elmer Scott Place kept the mobility project staff informed on situations involving relocated families which appeared likely to develop into problems. Although Elmer Scott Place was not centrally located, transportation was not a major problem since car pools were easily arranged. Approximately 200 mobility families were initially housed at Elmer Scott.

St. John's Apartments, an FHA sponsored project in Grand Prairie, was also most cooperative. Elmer Scott and St. John's were the only two apartments that would hold vacancies for Labor Mobility families. Sixty-eight mobility families were housed at St. John's.

Several relocatees found it necessary to call on the Salvation Army for help. One man was shot in a brawl; he recovered but the family was without income for several weeks. Salvation Army paid the rent for a month and the hospital bill. A wife, whose husband deserted her, went to the Salvation Army for financial help to return to the supply area where her parents live. Another relocatee lost his billfold the day he relocated and the Salvation Army gave assistance.

In most cases involving the Salvation Army, the County Welfare Department also participated by furnishing food staples on a temporary basis.

Clinic facilities at St. Paul's Hospital and Children's Medical Center in Dallas were made available to the Labor Mobility relocatees at greatly reduced prices.

The Dallas office of the Federal Housing Administration established a Housing Counseling Service designed, in part, to advise lower income families who wished to purchase FHA repossessed houses. Relocatees who decided after several months in the demand area that they were ready to buy a house, often returned to the Mobility staff for assistance in finding a house to buy. They were referred to the Housing Counseling Service.

Only a few companies who employed relocatees provided organized supportive services. The MDTA-OJT Coupled Project stressed counseling on the part of the employer. The company's three counselors dealt primarily with the trainees themselves, having relatively little contact with the wives. The Labor Mobility staff and company personnel were in constant communication and worked very closely to ease adjustment problems on the part of the relocated families. Since a trainee might come to the mobility worker with a problem involving his job, and turn to the company to express dissatisfaction with his housing, such cooperation was essential.

In Beaumont most organizations contacted were anxious to assist the relocatees. The pastor of a Catholic Church was helpful as were some of the ladies of the parish. They met the relocatees and families when they arrived at the Texas Employment Commission office and assisted in their orientation to the community.

The Beaumont school administration was cooperative in enrolling the children in school and helping to make the transition easier.

The personnel manager of a Fort Worth company advanced money to relocatees whose final checks were delayed.

The United Auto Workers, AFL-CIO, Local 848, Dallas endorsed the contract for on-the-job training for the trainees who relocated to Grand Prairie. When a group of relocatees arrived in Grand Prairie to begin on-the-job training, union representatives met each group and sponsored a semi-social gathering serving coffee and doughnuts. A Spanish speaking secretary was present at the gathering to make the relocatees feel at home. During the OJT phase, the union invited the relocatees to the Union Hall for familiarization with union activities. Union representatives maintained a close relationship with the relocatees to help the workers adjust to their new environment. Many relocatees became union members.

The Texas Department of Public Welfare directs the Office of Economic Opportunity's Title V Program. This program, quite broad in Laredo, provided 15 applicants who relocated under Labor Mobility. 13 remained (87%).

The Texas Education Agency participated in the project by setting up the curriculum for all vocational training related to Labor Mobility.

D. Special Mobility and Payments Forms

The forms used in connection with the Labor Mobility project were as follows:

Form SPLP-12 - Worker Information Schedule, Initial Screening. This was the basic form used to determine eligibility for relocation assistance allowances. Fundamentally labor force status was established through the use of this form.

Form ES-261 - Worker Information Schedule, Post-Screening Detailed Interview Schedule. This form was used to discover, in detail, data pertinent to education and vocational training, income, financial and family consideration, and other mobility considerations such as inclination to move, distance willing to move and area of preference. The mobility interviewer also expressed his opinion as to whether relocation was a realistic course of action for the individual.

Form ES-262 - Characteristics of Workers Under MDTA Mobility Projects. This form was used to document the worker's personal summary, education and occupation, employment status, work history and training.

Form ES-263 - Services to Individual Workers. This form was used to document all the services given to each worker prior to, during, and after relocation. These services included counseling, testing, job offers, the amount of financial assistance and other services such as referral to outside agencies, training, transportation arrangements (family and furniture) and housing assistance.

Form ES-264 - Follow-Up Questionnaire. This form was utilized to interview the relocatee two months after entry on the new job. The employer's name and address, worker's earnings and the relocatee's overall feelings about the move were registered on this form.

Applicant Information Record (Housing Questionnaire). This form contained applicant information which told the demand area mobility representatives the applicant's family composition, type of housing that was desired, number of bedrooms needed, whether the applicant had transportation, a listing of major items of furniture and other pertinent information. This form was sent to the demand area as early as practical before a family's relocation.

Labor Mobility Fact Sheet. This form answered basic questions which could arise during the relocation process. Also, it contained telephone numbers to call at anytime, day or night, in cases of emergency. A form was designed for each specific demand area.

Form ES-955 - Request for and Determination of Relocation Assistance Allowance. This form was used to determine eligibility for relocation assistance allowances.

Form ES-955A - Suitable Employment Certification. This form was used by (1) the supply area local office manager of the Texas Employment Commission to certify whether or not suitable employment was available for the applicant within commuting distance of his home and (2) the demand area local office manager of the Texas Employment Commission to certify that the applicant had obtained a bona fide offer of employment in the demand area. An employer statement verifying employment or employment offer was attached to the ES-955A when it was returned from the demand area to the State Office.

Form ES-956 - Request for Payment of Relocation Assistance Allowances. This was the formal request for payment of relocation assistance allowances and gave exact dates of moves of the applicant and his family, type of transportation to be used, and furniture moving and storage details.

Relocation Assistance Allowances to be Advanced. This statement was attached to the initial check of one-third of the total grant given the applicant. On it was outlined the items for which allowances (excluding furniture moving cost) were paid.

Form SPLP-57 - Request for Pre-Employment Interview Payment. This was a request for funds to finance an applicant's trip to the demand area for a pre-employment interview with a specific employer.

Packing Instructions. These instructions were given to each family who was going to transport their furniture to the Demand Area.

(See Appendix A for samples of these forms.)

IV. THE RELOCATION PROCESS

A. The Relocatee

1. Characteristics

There were no significant differences found between relocatees and non-relocatees. There is however one misleading characteristic found in Table B. This statistic is the number of relocatees who had training under MDTA prior to relocation. Since, with the exception of eleven direct hires, all of the relocations for one large employer were required to complete MDTA institutional training in aircraft sub-assembly. The reason this was not noted in the mobility data forms was that the data for each applicant was completed prior to enrollment in training. It is interesting to note the success rate attained between those who were employer-oriented and those who were not. The retention rate of those who took employer-oriented training was 95% as opposed to 86% for those relocating for other companies.

Those entering the MDTA training in aircraft assembly sub-assembly were screened partially by the use of a specific aptitude test battery which was administered by the Texas Employment Commission. This clearly shows up in the number of persons falling in each educational range for the two groups.

ADJUSTMENT PROBLEMS

Adjustment problems were many and of varying degrees. These problems centered around work, personal or housing problems.

Work problems included dissatisfaction with the work shift, excessive noise at the plant, boredom, not working hard enough, promises of overtime or raises which did not materialize, too much overtime with no free time, and problems with the leadman or foreman. Personal problems usually were homesickness, dissatisfaction by the wife, dislike for metropolitan living or complaints of prices being too high. Housing dissatisfaction usually centered around paying too much for rent, (Many families were not accustomed to paying rent because they lived with and around relatives), integrated housing, distance from home to plant and heavy traffic conditions.

2. Costs of Relocation

a. Types of Costs

(1) Cost of Living

Cost of living allowances were paid to offset the lack of earning power caused by being involved in the physical move and was equal to the average weekly manufacturing wage in the United States - $115.00. This amount was paid to the husband. An equal amount was also paid to the wife. One half of this amount ($57.50) was paid to each dependent not to exceed four dependents.

(2) Mileage

Mileage was paid at the rate of 10¢ per mile if the family used a privately owned vehicle. Bus fare was paid for each member of the family, if bus transportation was used.

(3) Furniture Moving

Arrangements for a moving van to transport household goods were managed directly by the Texas Employment Commission. If a privately owned trailer was towed by private automobile, the rate per mile was increased to 12¢. If a rental trailer was used, the cost of the rent plus the insurance was paid. 12¢ per mile was paid to have the trailer moved. No separate maintenance was incorporated into this project.

Example of how relocation assistance allowances were computed:

Cost of Living	$115.00
Transportation	.10 per mile
Moving Van	6.75 per 100 pounds

Four Dependents (Husband, Wife, two Children)
Transportation (500 miles)
Moving Van (2000 pounds)

Cost of Living	$345.00
Transportation	50.00
Moving Van	135.00
Total	530.00

The sum of the cost of living allowances and the mileage allowances was divided into three equal amounts. The first check (1/3 of grant) was given to the relocatee shortly before leaving the supply area. This money was used in preparing the family automobile for the long trip, to settle small local accounts, and for the expenses of the trip itself.

The second increment was given to the relocatee upon arrival in the demand area. This was used to pay lease deposits, utility deposits, rental advances and to set up housekeeping. Because of the time between entering on the job and the first payday, the third and final increment was issued one week after arrival in the demand area.

b. Actual Costs

Total funds utilized for payment of Relocation Assistance Allowances		$394,844.36
Total amount of administrative costs		174,289.00
Total money utilized during project life		569,133.36
Average Relocation Allowance cost per relocation		400.00
($394,844.36 ÷ 981 relocations)		
Average cost of living allowance	$215.00	
Average cost of mileage allowance	50.00	
Average cost of furniture moving allowance	135.00	
Average relocation assistance allowance	400.00	
Average administrative cost per relocation		178.00
($174,289.00 ÷ 981 relocations)		
Average relocation assistance allowance	400.00	
Average administrative cost per relocation	178.00	
Total overall average cost per relocation		578.00

3. Comments

As mentioned before, the foremost problem from the beginning of the project was the shortage of suitable housing. The housing situation became increasingly difficult.

2

The method of payment as described in Item 2 was very satisfactory. Money became available to the family as was needed.

B. The Returnee

1. Characteristics

There are no observable distinguishing characteristics between successful relocatees and returnees.

2. Reasons for Return

There were many reasons given by individuals for returning to the Supply Area. The most prevalent reasons which were given are as follows:

a. Job dissatisfaction - 19
b. Not enough overtime - 10
c. Housing dissatisfaction - 10
d. Transportation or traffic problem - 11
e. Family did not relocate - 2
f. Family could not adjust - 8
g. Illness in family - 4
h. No reason given - 6
i. Could not locate - 12

See Appendix C-2 for specific case histories.

3. Comments

The reasons given for dissatisfaction were usually combinations of the reasons listed. A number of the unsuccessful relocations could possibly have been prevented by more intensive supportive counseling. However, the majority of the unsuccessful relocations were not preventable.

V. CONCLUSIONS

Labor Mobility is a feasible and practical implement to:

1. Assist in alleviating conditions of labor surplus and labor shortage.
2. Afford opportunity for social advancement of disadvantaged people.

Labor Mobility can be readily administered by the Texas Employment Commission because of the already existing machinery to recruit, screen, counsel and interview prospective applicants.

It is recommended that consideration be given to certain refinements in the provision of labor mobility based on experience and observations.

It is believed that when labor mobility is coupled with MDTA, RAR, or other training given prior to actual relocation, that the time lag provides a desirable opportunity for continued counseling to assist the applicant and family in overcoming their apprehension regarding a permanent move. Further, this time lag provides an opportunity for increased confidence between employee and employer. The employer can confirm job skills and the employee can become more assured of sincerity on the part of the employer and the permanence of the job being offered.

In cases where job training prior to relocation is not necessary as when the applicant possesses a job skill, consideration should be given to an artificially created time lag between final selection and the expenditure of money for relocation to provide sufficient time for desirable psychological preparation of the applicant, his family, and for assistance and advice in the physical aspects of the move. If such an artificial time lag could be established, then consideration must be given to providing a monetary stipend during the lag which would sustain the applicant and family. There are very few families who can financially afford to wait very long for a job.

It is recommended that consideration be given to lessening the current requirement of six weeks to establish eligibility for movement under labor mobility. This six-weeks period of unemployment was not too bad when the impact could be lessened by the paying of training allowances under MDTA or RAR as a substitute for normal earning power. In those cases where no income at all is provided and six weeks with no income is a prerequisite to eligibility, the result is simple. The applicant and his family must either sink in poverty and become a public liability, or during some parts of the year they will perpetuate the migratory practice with its inherent lessening of opportunity for social and economic advancement. Further, it is recommended that some criteria be established to assure that underemployed individuals be considered as well as the unemployed. This would open a reservoir of capable people who are presently stuck in the treadmill of labor surplus and low wages with no hope for improvement.

Prospective relocatees and their spouses should be given extensive counseling on the living conditions in the demand area and how to cope with these conditions. They should be informed of these facts as well as the objectives of the program so that they will have a realistic view of the problems with which they will be confronted.

It would greatly improve the relationship between the Labor Mobility Officer and the relocatee if the relocatee has been completely instructed in the supply area as to what he can expect in the situation of housing. On too many occasions the relocatee arrives expecting a house or an apartment to be ready for him the minute he arrives, and at a completely unreasonable rental figure. The applicants should also be counseled on their obligations to their employer and on the importance of maintaining a good work record. Someone who has experienced the situation in the demand area would be ideally suited to offer this counseling.

Employers should be screened very carefully. The working conditions demanded by the job should be carefully checked by the Labor Mobility officer before placing the order on clearance. Companies with a high rate of turnover should not be extended Labor Mobility assistance. The ideal working relationship exists with a company when the employer is willing and able to invest the time and expense required to work with the relocatee until he had adjusted to his new environment. The employer's investment will yield dividends after the worker has made the satisfactory adjustment and continues to work for the employer. Employers should be sold on the idea of participation in a Labor Mobility Program primarily as a long-range investment in manpower.

Housing was, by far, our major problem. We have no suggestions about how to relieve this problem except that better knowledge of project goals should be acquired by those governmental agencies such as Housing and Urban Development, Federal Housing Administration, and The Department of Health, Education, and Welfare so that action can be initiated to help hurdle this obstacle.

The present definition of "employed" should be amended so that a person working less than full time, below skill level, and/or below a living wage (underemployed) will not be disqualified for Relocation Assistance Allowances. It can be concluded that in a depressed area such as the Mexico border region, there is a very insignificant correlation between educational level attained and income.

Short term extensions and funding of Mobility projects are very detrimental to adequate staffing, employer relations and applicant acceptance. Therefore, Mobility projects should be approved and funded for a sufficient period of time to provide continuity of operation.

Appendix A

MDTA LABOR MOBILITY PROJECT

Worker Information Schedule, Section I - Initial Screening

Time Started Interview____________

1. Name________________________________ 2. SSA No.________________
(LAST) (FIRST) (MIDDLE)

3. When you are working full-time, about how much of your family's income do you normally contribute? ____________%

4. How many persons normally rely upon you for their principal source of support? (include yourself if appropriate) ____________

5. a. Are you presently _____Working _____Not Working (go to "d")

b. If working:
(1) How many hours do you work per week? _____hrs.
(2) Do you think this employment will continue? _____Yes _____No
(3) If no, when do you expect it to end? ____________ (Mo.-Day-Yr.)

c. Are you a farm worker in a farm family? _____Yes _____No
If Yes, about how much was your family's net farm family income last year?
$__________

d. If not working:
(1) How many weeks have you been out of work since your last job? (If worker is new entrant into labor force, indicate number of weeks since beginning of search for employment.) ____________weeks
(2) Have you been looking for work at any time since your last job (or entrance into labor force)? _____Yes _____No (go to "e")

If yes:
(a) How many weeks did you look for work? ____________weeks
(b) What kind of work were you looking for?
First Choice ________________________
Second Choice, if any ________________________
Third Choice, if any ________________________
(c) Are you looking for work now? _____Yes _____No (If Yes, go to "f"; if No, go to "e".

e. If not looking for work, which one of the following best describes why not?

_____Attending school _____In training _____Keeping house _____Ill

_____Retired _____On layoff, awaiting recall

_____Waiting to report to a new job _____Waiting to become self-employed

_____Other (explain)

f. When will you be ready to accept a new job? _____Immediately _____Other
____________(Date)

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6. a. Do you expect to (1) be recalled to work? ____Yes ____No ____Uncertain

(2) Start a new job? ____Yes ____No ____Uncertain

(3) Become self-employed? ____Yes ____No ____Uncertain

b. If (1), (2), or (3) above is yes, give date when you expect this to happen: ____Date ______________ ____Indefinite

c. If a (1) or (2) is yes, give employer's name and address________________

____

7. Are you currently receiving:

a. Unemployment compensation (including Railroad UI)? ____Yes ____No

b. Welfare or other public assistance? ____Yes ____No
Answer "Yes" if applicant was receiving financial aid from a Federal, State, or local public assistance program, such as aid-to-dependent children, Old-Age assistance, or general assistance. Do not answer "Yes" if applicant was receiving only surplus food, food stamps, assistance from a voluntary welfare agency (such as the Salvation Army), pensions, or OASI benefits.

8. During the past 52 weeks, how many weeks have you been: (Interviewer: refer to instructions for definitions of the following)

a. in training (enrolled under MDTA, RAR, NYC, etc.) ____

b. when not in training,
(1) employed (one hour or more per week) ____
(2) unemployed ____
(3) not in the labor force ____

9. a. Have you taken any training under the MDTA or RAR? ____Yes ____No

b. If yes:
(1) What kind of training? ____MDTA ____RAR
(2) Name of course________________________
(3) DOT Code________________________
(4) Date terminated or expected to terminate________________

c. Nature of termination:
____Completed full course
____Completed training requirements prior to end of course
____Involuntary ____Voluntary ____Still enrolled

TO BE COMPLETED BY INTERVIEWER AT END OF INITIAL SCREENING

E.1. Date of initial screening_____________________
(MO.-DAY-YR.)

E.2. Race of applicant (from observation only)

____White ____Negro ____Mexican-American Other (specify)______________

E.3. In your judgment, is applicant eligible for furthur consideration for relocation assistance allowances? ____Yes ____No ____Uncertain

a. If Yes, applicant qualifies as:

(1) ____Member of farm family with income below $1,200/year, or

(2) ____Not working, and cannot reasonably be expected to find work locally.

b. If No, applicant:

(1) ____ Is Working;

(2) ____ Can reasonably be expected to find work locally; or

(3) ____ Is not looking for work.

c. If Uncertain,

(1) ____ Working but expecting layoff (date:__________________), and cannot then reasonably be expected to find work locally.

(2) ____ Other (explain)____

E.4. a. Time of completion________________

b. Time required for screening______________Minutes.

E.5. Name of Interviewer____

E.6. Interviewer's Job Title______________________________________

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MDTA LABOR MOBILITY PILOT PROJECT

U.S. Department of Labor
Manpower Administration
Form ES-261 (Revised 12-65)

Budget Bureau No. 44-R-1284.1
Agency ____________
Supply Area ____________

WORKER INFORMATION SCHEDULE
POST-SCREENING DETAILED INTERVIEW SCHEDULE

Time Interview Started ____________

Social Security Number ___ __ ____ (12-20)

Worker Name ____________

Section A: Education and Training

1. If 10 or more years of school completed, were your high school classes mainly:

   a. Vocational or technical; if so, were they for:

   (21)

   (1) Agriculture.................. ☐ 1

   (2) Business or Commercial.... ☐ 2

   (3) Other vocation (specify) ____________ ☐ 3

   b. General or academic.......... ☐ 4

   c. Combination of any above ______ ☐ 5

   d. Other ____________ ☐ 9

   e. Are you now attending a regular school?..............Yes (22) ☐ 1
   No ☐ 2

2. Apart from high school, are you now taking or did you ever previously take any special job training?......................Yes (23) ☐ 1
   No ☐ 2

   If Yes, what type (check as many boxes as applicable): (24-25)

   a. Apprenticeship................ ☐ 1

   b. Vocational or Trade School.... ☐ 2

   c. On-the-job Training........... ☐ 3

   d. Correspondence Course......... ☐ 4

   e. Business or Secretarial....... ☐ 5

   f. Military Service job training. ☐ 6

   g. Adult Education............... ☐ 7

   h. Combination of any above...... ☐ 8

   i. Other (specify) ____________ ☐ 9

For what occupation was this training? (Enter letter from above, indicating type of training)

( ) ____________ (26-31) (6 Digit) (DOT Code)
(Name of course or training program)

From ________ To ________ (32-33) (No. of Months)
(Mo.-Yr.) (Mo.-Yr.)

Training Completed?........Yes (34) ☐ 1
No ☐ 2

MDTA or ARA?...............Yes (35) ☐ 1
No ☐ 2

( ) ____________ (36-41) (6 Digit) (DOT Code)
(Name of course or training program)

From ________ To ________ (42-43) (No. of Months)
(Mo.-Yr.) (Mo.-Yr.)

Training Completed?........Yes (44) ☐ 1
No ☐ 2

MDTA or ARA?...............Yes (45) ☐ 1
No ☐ 2

( ) ____________
(Name of course or training program)

From ________ To ________
(Mo.-Yr.) (Mo.-Yr.)

Training Completed?........Yes
No

MDTA or ARA?...............Yes
No

3. If you were offered the opportunity to train for a job, with instruction in reading, writing and arithmetic, if necessary, would you accept it?..........Yes (46) ☐ 1
   No ☐ 2

   Depends (code response as follows):
   (No explanation)................... ☐ 3
   Explanation related to obtaining other employment................. ☐ 4
   Depends on whether paid for other than by worker; ☐ 5
   (con't)

CORRECTED

employment explanation and other considerations.................. ☐ 7
Explanation other than employment and payment considerations.. ☐ 9

4. Would you accept training away from your area of residence?..... (47)
...............................Yes ☐ 1
No ☐ 2

Depends (code response same as for 3 above)____________ ☐ 3
____________ ☐ 4
____________ ☐ 5
____________ ☐ 7
____________ ☐ 9

Section B: Income and Financial and Family Considerations

1. a. At any time during the past 12 months, while working at your main job, did you hold an extra job?............Yes (21) ☐ 1
No ☐ 2

b. If yes, what did you do?____________
____
____

c. About how much did you earn in the last 12 months from work other than your main job?............Under $100.. (22) ☐ 1
$100-299.... ☐ 2
$300-499.... ☐ 3
$500-999.... ☐ 4
$1,000 or more ☐ 5

2. During the past 12 months, have you used money from any sources other than your personal wages or salary?....................Yes (23) ☐ 1
No ☐ 2

If yes, check as many boxes as applicable.......................... (24-38) Column
Husband or Wife ☐ 24
Parents ☐ 25
Son or Daughter ☐ 26
Other Relatives or Friends ☐ 27
Government Training Allowances ☐ 28
Welfare or Other Public Assistance ☐ 29
Unemployment Compensation Government ☐ 30
Social Security or Pension ☐ 31
Supplemental Unemployment (SUB) Benefits from Company ☐ 32
Severence Pay ☐ 33
Commercial Loans ☐ 34
Savings or Other Reserves ☐ 35
Private Agencies ☐ 36
Sale of Real or Personal Property ☐ 37
Other (Specify)____________ ☐ 38
____

3. a. What was your total income from all sources including jobs, unemployment insurance, welfare, etc., during the past 12 months...Under $1,200 (39) ☐ 1
$1,200-2,999 ☐ 2
$3,000-4,999 ☐ 3
$5,000-6,999 ☐ 4
$7,000 or more ☐ 5

(1) About how much of this was from unemployment insurance?...Under $100.. (40) ☐ 1
$100-299.... ☐ 2
$300-499.... ☐ 3
$500-999.... ☐ 4
$1,000 or more.... ☐ 5

(2) About how much of this was from public assistance or welfare?.......... (41)
Under $100.. ☐ 1
$100-299.... ☐ 2
$300-499.... ☐ 3
$500-999.... ☐ 4
$1,000 or more.... ☐ 5

b. What was your and your family's total income from all sources including jobs, unemployment insurance, welfare, etc., during the past 12 months?.......Under $1,200 (42) ☐ 1
$1,200-2,999 ☐ 2
$3,000-4,999 ☐ 3
$5,000-6,999 ☐ 4
$7,000 or more ☐ 5

CORRECTED

(1) About how much of this was from unemployment insurance?...Under $100.. (43) ☐ 1

$100-299.... ☐ 2

$300-499.... ☐ 3

$500-999.... ☐ 4

$1,000 or more.... ☐ 5

(2) About how much of this was from public assistance or welfare?......... (44)

Under $100.. ☐ 1

$100-299.... ☐ 2

$300-499.... ☐ 3

$500-999.... ☐ 4

$1,000 or more.... ☐ 5

4. a. Are any members of your household working now?............Yes (45) ☐ 1

No ☐ 2

b. If yes, complete the following about each person working

5. Do you have any bank accounts, government bonds, savings, life insurance equity, or reserve funds in any other form?.....Yes (47) ☐ 1

No ☐ 2

If yes, altogether how much do you have in reserve funds?....... (48)

..................Less than $100 ☐ 1

$100-499 ☐ 2

$500-999 ☐ 3

$1,000 or over ☐ 4

Not known ☐ 5

6. Do you have any of the following financial obligations, and if so how large are they?

a. Mortgage on home - monthly amount you pay (omit ¢)...... (49-51) ______

b. Other debts, such as time payment purchases, loan repayments to finance company or credit union obligations--monthly payments on all combined (omit ¢)............... (52-54) ______

Relationship to Applicant (wife, son, unrelated, etc.)	Working		Kind of Work Description	DOT Code (6 digits)	Length of Time Wkg. (months)	Average Wkly. Straight Time Earnings
	Full Time	Part Time				

c. Members of household working..... (46)

Wife works full-time............ ☐ 1

Wife works part-time........... ☐ 2

Household member (other than wife) works full-time.......... ☐ 3

Household member (other than wife) works part-time.......... ☐ 4

Combination of 1 and 4........ ☐ 5

Combination of 1 and 3........ ☐ 6

Combination of 2 and 3........ ☐ 7

Combination of 2 and 4........ ☐ 8

(con't)

CORRECTED

c. Estimated balance on total debts: (55-59)
Mortgage ______

(In hundreds: Example: $15,500 entered as 155) (60-63)
Other ______

7. a. Which one statement best describes your housing arrangements? (64)

Own home outright (free and clear) ☐ 1
Buying home (paying mortgage) ☐ 2
Renting or leasing home or apartment.................. ☐ 3
Rent free ☐ 4
Other (specify)______________________ ☐ 9

b. Which one best describes your living arrangements? (65)

Live alone...................... ☐ 1
Live with persons related by blood, marriage or adoption... ☐ 2
Live with friends or other unrelated persons............. ☐ 3
Live with both friends and relatives...................... ☐ 4

8. a. How many children have you under the age of 18 years? (66) ______

b. How many of the children go to school in your community? (67) ______

9. a. What country was your father born in? 1/ (68)

U. S........... ☐ 1
W. Europe...... ☐ 2
E. Europe...... ☐ 3
Medit.......... ☐ 4
Near & Far East ☐ 5
Other.......... ☐ 6

b. What country was your mother born in? 1/ (69)

U. S............ ☐ 1
W. Europe....... ☐ 2
E. Europe....... ☐ 3
Medit........... ☐ 4
Near and Far East ☐ 5
Other........... ☐ 6

Section C: Other Mobility Considerations

1. When did you last move to your present community? ___________ 19 (21-22) ______
Month

2. Were you born in the community where you now live? (23)
Yes ☐ 1
No ☐ 2

If No:

a. Where were you born? ______________________
(Town) (County)
____
(State or Other Country)

Enter State Code (or 99, for Other Country)............... (24-25) ______

b. About how many miles is that from your present home? (26)

Under 50 mi. ☐ 1
50-99 mi. ☐ 2
100-199 mi. ☐ 3
200-299 mi. ☐ 4
300-999 mi. ☐ 5
1,000-2,999 mi. ☐ 6
3,000 mi. or over ☐ 7

c. When did you first move to the community where you now live?.................Year 19 (27-28) ______

1/ W. Europe--England, Scotland, Wales, Ireland, Norway, Sweden, Denmark, Netherlands, Belgium, Luxembourg, Switzerland, Germany, France, Austria, Hungary, Finland, Iceland
E. Europe--Poland, Czechoslovakia, Latvia, Estonia, Lithuania, Rumania, Bulgaria, Albania, Russia (USSR)
Mediterranean--Greece, Italy, Spain, Portugal
Near & Far East--Turkey, Lebanon, Israel, Egypt, Syria, Pakistan, India, China, Japan, Korea, Philippine Islands, other Asia
Other--Canada, Mexico, Guatamala, British Hondouras, Hondouras, Nicaragua, El Salvador, Costa Rica, Panama, Cuba, Jamaica, The West Indies, Dominican Republic, Haiti

CORRECTED

d. Why did you move there then? (Check as many boxes as appropriate) (29-30)

To start employment on specific job.................. ☐ 1
To seek employment (no specific job prior to move).. ☐ 2
Other economic considerations ☐ 3
Moved with parents........... ☐ 4
Marriage (spouse's home town) ☐ 5
Other family considerations.. ☐ 6
Community considerations..... ☐ 7
Other reasons................ ☐ 9

3. How many communities have you lived in during the past 10 yrs?

a. As a civilian ________ (31)

b. In the military service ________ (32)

4. In the past 5 years how many trips have you taken to places 100 miles or more away? ________ (33) (Include commuting to training, if appropriate)

5. What is the furthest you have **ever** been from here?.............. (34)

Under 100 mi. ☐ 1
100-500 mi. ☐ 2
500-1,000 mi. ☐ 3
1,000-2,000 mi. ☐ 4
2,000-5,000 mi. ☐ 5
Over 5,000 mi. ☐ 6

6. Thinking of your (and your spouse's) half dozen or so closest **relatives**, do they: (35)

All live in your community?....... ☐ 1
Most live in your community?...... ☐ 2
Only a few live in your community? ☐ 3
None live in your community?...... ☐ 4

In what cities or states do you have relatives whom you might like to live near?

☐ None

List: ________________________

____

7. Thinking of your (and your spouse's) half dozen or so closest **friends**, do they: (36)

All live in your community?..... ☐ 1
Most live in your community?.... ☐ 2
Only a few live in your community?.......................... ☐ 3
None live in your community?.... ☐ 4

In what cities or states do you have close friends whom you might like to live near?

☐ None

List: ________________________

____

8. Since you last moved to your present community, have you ever thought seriously of moving from there?........................ (37)
Yes ☐ 1
No ☐ 2

If **Yes**:

a. Why did you think of moving (Check one best answer) (38)

No local employment or local wages poor.................. ☐ 1
Other family considerations.. ☐ 2
Community considerations..... ☐ 3
Combination of 1 and 2....... ☐ 4
Combination of 1 and 3....... ☐ 5
Combination of 2 and 3....... ☐ 6
Combination of 1, 2, and 3... ☐ 7
Other (n.e.c.)............... ☐ 9

b. Why did you decide to stay? (Check as many boxes as appropriate) **See key punch instructions** (39-40)

Have employment or prospects for employment locally....... ☐ 1
No satisfactory job elsewhere ☐ 2
Other economic considerations ☐ 3
Lack of funds................ ☐ 4
Other family considerations.. ☐ 5
Community considerations..... ☐ 6
Other........................ ☐ 9

CORRECTED

9. a. If you could do as you please, would you prefer to remain in your present community?...Yes (41) ☐ 1
No ☐ 2
Depends (no explanation)...... ☐ 3
Depends (employment reasons given)____________________ ☐ 4
Depends (reasons other than employment)____________________ ☐ 5

b\. (1) What do you see as some advantages in staying (check one best answer) (42)
Have local job or job prospects................ ☐ 1
Other economic considerations.................... ☐ 2
Other family considerations ☐ 3
Community considerations.. ☐ 4
Combination of 2 and 3 above.................... ☐ 5
Combination of 2 and 4 above.................... ☐ 6
Combination of 3 and 4 above.................... ☐ 7
Combination of 2, 3, and 4 above.................. ☐ 8
Other including other combinations................ ☐ 9

(2) What do you see as some disadvantages in staying? (check one best answer) (43)
No local employment or local wages poor.. ☐ 1
☐ 2
☐ 3
(Other responses coded same as b(1) above) ☐ 4
☐ 5
☐ 6
☐ 7
☐ 8
☐ 9

10. a. If provided the relocation assistance discussed prior to this interview, would you be willing to move to another area for a job? (44)
Yes..... ☐ 1
No...... ☐ 2
Depends. ☐ 3

If No or Depends, check as many boxes as appropriate, to explain (See keypunch instructions) (45-46)
Have local job or job prospects..................... ☐ 1
Depends on type of job or wage rate available elsewhere.................... ☐ 2
Other economic considerations ☐ 3
Other family considerations. ☐ 4
Community considerations.... ☐ 5
Other....................... ☐ 9

b\. If Yes or Depends:

(1) How far would you be willing to move? (47)
Anywhere in the State ☐ 1
Anywhere in the U. S. or no preferance explicitly stated ☐ 2
Anywhere in the U. S. except (state limitations on distance, 500 miles, etc.)____________________ ☐ 3
Limitation to one region area (Great Lakes, etc.) ☐ 4
Anywhere in U. S. except region.................. ☐ 5

(2) Are there any locations outside your present community to which you would prefer to move other than those listed in items C6 and C7...... (48)
....................Yes ☐ 1
No ☐ 2

If Yes, give perferences:
____
____

R. 4/67

CORRECTED

(Interviewer: Taking this listing, (47-48) together with items C6 and C7, code the location preference below, checking as many boxes as appropriate) See key punch instructions (49-50)

Within same state as present residence............ ☐ 0

New England (Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island)............ ☐ 1

Middle Atlantic (New York, New Jersey, Pennsylvania). ☐ 2

East North Central (Ohio, Indiana, Illinois, Michigan, Wisconsin)........... ☐ 3

West North Central (Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas)......... ☐ 4

South Atlantic (Delaware, Maryland, D. C., Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida)......... ☐ 5

East South Central (Kentucky, Tennessee, Alabama, Mississippi).............. ☐ 6

West South Central (Arkansas, Louisiana, Oklahoma, Texas).......... ☐ 7

Mountain (Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada). ☐ 8

Pacific (Washington, Oregon, California, Alaska, Hawaii)........ ☐ 9

Any other area......... ☐ v

10. b. (3) Would you be willing to live (answer each of the following): (51)

(a) In a large city (250,000 pop. or more)...........Yes ☐ 1
No ☐ 2

(b) In a smaller city (10,000-250,000 pop.)...........Yes (52) ☐ 1
No ☐ 2

(c) In a small town (less than 10,000 pop.)...........Yes (53) ☐ 1
No ☐ 2

(d) On a farm.......... (54)
Yes ☐ 1
No ☐ 2

(4) If you have a strong preference for living in one of the above which is it? (Check one) (55)
(a) ☐ 1
(b) ☐ 2
(c) ☐ 3
(d) ☐ 4
no preference ☐ 5

c. What is the lowest straight time hourly rate you would work for in another area?.. (56-58) $________

(continue punching Section E)

Section D:

Enter the name, address, and telephone number of two close friends or relatives through whom you can always be reached when not at your current address.

Name	Relationship	Address	Phone No.
1.			
2.			

Section E: TO BE COMPLETED BY INTERVIEWER AT END OF INTERVIEW

1. Date of interview ____________________
(Month-Day-Year)

2. a. In your opinion, would relocation assistance for a job in another area appear to be a realistic course of action for this applicant?......................Yes (59) ☐ 1
No ☐ 2

b. Area ____ (60)
Anywhere in State.......................... ☐ 1
Anywhere in U. S.......................... ☐ 2
Anywhere except distance limitations..... ☐ 3
Anywhere except geographic limitations... ☐ 4

(61-66)

c. Job (DOT Code) ______________________________ (6 digit DOT Code)

d. Please explain your reason(s) ______________________________

____

____

3. Prior to relocation assistance, does the applicant appear particularly to need: (67)

Counseling............................ ☐ 1

Training.............................. ☐ 2

Referral to community agency other than a training institution for assistance
(Specify reason) ____________ ☐ 3

____

Other (Specify) ____________ ☐ 4

Insufficient information to make determination. Further interviewing necessary. ☐ 5

Applicant does not need special assistance (explain) ____________ ☐ 6

______________________________ ☐ 7

______________________________ ☐ 8

☐ 9

See keypunch instructions

4. Interviewer's comments (e.g., estimate mental ability, general attitude, alertness, interest, diligence, etc., of applicant)

____

____

____

____

5. a. Time interview completed: ______________________________

(68-69)

b. Length of time interview took ____________ (minutes) ____

6. a. Name of interviewer ______________________________

b. Job title ______________________________

CORRECTED

MDTA Labor Mobility Pilot Projects

U. S. DEPARTMENT OF LABOR
Manpower Administration
Form ES-262/MT-100 (Revised 12/65)

Budget Bureau No. 44-R-1284.1

CHARACTERISTICS OF WORKERS UNDER MDTA MOBILITY PROJECTS

Section A: Personal Summary		
1. State ______	(2-3)	
2. Local Office ______	(4-7)	
3. Project Number ______	(8-11)	
4.	Skip (12-20)	
5. Social Security Number ______		
6. Name: (Last) (First) (M. Initial)		
Last..............................	(21-38)	
First initial.....................	(39)	
Middle initial....................	(40)	
7. County of Residence ______ (Code)	(41-43)	
8. Date of Birth (Month & Year)	(44-47)	
9. Sex.......................Male	(48)	☐ 1
Female		☐ 2
10. Handicapped....................Yes	(49)	☐ 1
No		☐ 2
11. Marital Status............ Single	(50)	☐ 1
Married		☐ 2
Other		☐ 4
12. Primary Wage Earner............Yes	(51)	☐ 1
No		☐ 2
13. Number of Dependents.............0	(52)	☐ 0
1		☐ 1
2		☐ 2
3		☐ 3
4		☐ 4
5 and over		☐ 5
Section B: Education & Occupation		
1. Years of School Completed 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 16+ (Circle one)	(53-54)	
2. Primary Occupation ______ DOT Code (6-digit) ______	(55-60)	
Section C: Present Employment Status		
1. At time of initial screening applicant was:......................	(61)	

a. Employed 40 or more hours per week........................		☐ 0
35-39 hours per week and less than full time................		☐ 1
20-35 hours per week..........		☐ 2
Less than 20 hours per week...		☐ 4
Expecting Layoff..............	(62)	☐ 8
b. Unemployed....................	(63-64)	☐ 16
Weeks Unemployed	(65)	
Less than 5...............		☐ 1
5-14......................		☐ 2
15-26.....................		☐ 3
27-52.....................		☐ 4
Over 52...................		☐ 5
c. Farm Worker...................	(63-64)	☐ 32
d. Not in Labor Force............	(63-64)	☐ 64
Keeping house.................	(65)	☐ 6
In school.....................		☐ 7
Illness.......................		☐ 8
Other (Explain) ______		☐ 9
2. Unemployment insurance status:	(66)	
Claimant		☐ 1
Nonclaimant		☐ 2
3. Public assistance status:	(67)	
Recipient		☐ 1
Nonrecipient		☐ 2
4. Last regular employment:		
a. Occupation ______ DOT Code (6-digit)............	(68-73)	
b. Industry ______ SIC Code (4-digit)...........	(74-77)	
c. Straight-time hourly earnings Dollars and Cents	(21-24)	
d. Date last worked (Month & Year)	(25-28)	
5. Did applicant express willingness to accept job out of area?.....Yes	(29)	☐ 1
No		☐ 2

F-2

6. Waiting to report to a job or self-employment? (30)
Yes ☐ 1
No ☐ 2

7. Union member (31)
Yes ☐ 1
No ☐ 2

8. If needed for work, has:

a. Tools (32)
Yes ☐ 1
No ☐ 2

b. License (33)
Yes ☐ 1
No ☐ 2

c. Automobile (34)
Yes ☐ 1
No ☐ 2

d. Truck (35)
Yes ☐ 1
No ☐ 2

Section D: Work History

1. Work history past 12 months

a. Total weeks

(1) Weeks totally unemployed.. (36-37) ____

(2) Weeks in which employed.. (38-39) ____

(3) Weeks in training (enrolled under MDTA, ARA, NYC, etc) (40-41) ____

(4) Weeks not in labor force (1) (2) (3) (4) should total 52 weeks. (42-43) ____

b. Reason for leaving last job (44)

(1) Did not leave a job....... ☐ 0

(2) Slack work................ ☐ 1

(3) Plant shut down........... ☐ 2

(4) Illness.................. ☐ 3

(5) Other (specify)____________ ☐ 4

(6) Unknown.................. ☐ 9

Section E: Training

1. MDTA or ARA training taken (45)
Yes ☐ 1
No ☐ 2

2. Nature of termination ____________

Date end (Month & Year)____________ (46-49)

(50-51)

a. Completed full course......... ☐ 0

b. Completed training requirements prior to end of course.. ☐ 1

c. Involuntary.................. ☐ 14

d. Voluntary.................... ☐ 19

e. Still enrolled................ ☐ 20

OFFICE USE ONLY

(52)
E ☐ 1
NE ☐ 2

(53)
W ☐ 1
N ☐ 2
OTH ☐ 3
NK ☐ 0

Source of Data: (54-55)

Worker:

Could not locate............ ☐ 0

Pers. intvw................. ☐ 1

Telephone................... ☐ 2

Mail........................ ☐ 4

Worker's family............. ☐ 8

L. O. records............... ☐ 16

Other (Specify)____________ ☐ 32

MDTA LABOR MOBILITY DEMONSTRATION PROJECT

U. S. DEPARTMENT OF LABOR
Manpower Administration
Form ES-263 (Revised 12/65)

Budget Bureau No. 44-R-1284.1
Agency ____________________

SERVICES TO INDIVIDUAL WORKERS

Section A: Personal Summary

1. State ____________________ (2-3)

2. Applicant holding area ____________________ (4-7)

State agency or private contractor (8-11)
____

3. SSA No. ____________________ (12-20)

4. Name: (Last) (First) (M. Initial)

5. Counseling

a. Counseled: .... (21)
- Prior to project.............. ☐ 1
- During project................ ☐ 2
- Not at all.................... ☐ 3
- Both prior to and during project.......................... ☐ 4

b. No. of counseling interviews.. (22)

6. Testing

a. Tested?......................(23)
- Yes ☐ 1
- No ☐ 2

b. Test Given (24)

(1) GATB....................
- Yes ☐ 1
- No ☐ 2

(2) Non-verbal intelligence... (25)
- Yes ☐ 1
- No ☐ 2

(3) Stanford Achievement Tests (26)
- Yes ☐ 1
- No ☐ 2

c. Test Scores

(1) GATB

G......................... (27-29)
V......................... (30-32)
N......................... (33-35)
S......................... (36-38)
P......................... (39-41)
Q......................... (42-44)
K......................... (45-47)
F......................... (48-50)
M......................... (51-53)

(2) Non-verbal intelligence

(a) USES................ (54-56)
(b) TOGA................ (57-59)

(3) Stanford Reading........ (60-61)

(4) Stanford Arithmetic..... (62-63)

Section B: Report on Job Offer Accepted

1. Labor Area

a. Name ____________________

Labor Area Code............. (21-23)
State Code.................. (24-25)

b. Population (26)
- Under 10,000 ☐ 1
- 10,000-49,999 ☐ 2
- 50,000-99,999 ☐ 3
- 100,000-249,999 ☐ 4
- 250,000-499,999 ☐ 5

(con't)

CORRECTED

500,000-999,999 ☐ 6

1,000,000 - over ☐ 7

c. Distance from applicant-holding area (by car): (27)

Under 50 miles ☐ 1

50-99 miles ☐ 2

100-199 miles ☐ 3

200-299 miles ☐ 4

300-399 miles ☐ 5

400-499 miles ☐ 6

500 - over ☐ 7

2. Industry ______________ SIC Code...... (28-31) ______

3. Occupational Title ______________ ______________ DOT Code............ (32-37) ______

4. Starting pay (straight-time average hourly earning) $______________ (38-40) ______

5. Hiring channel: (41)

Project operating agency............... ☐ 1

Got job on own (i.e., direct application to company without referral to sources below)............................ ☐ 2

Union................................ ☐ 3

Friend or relative .... ☐ 4

Newspaper ad........................... ☐ 5

Private employment agency.............. ☐ 6

School................................. ☐ 7

Public employment agency (to be used only by private contractors)............ ☐ 8

Other (specify) ______________ ______________ ☐ 9

6. (If project operating agency was hiring channel)

a. Dates of: (42-46)

(1) Referral ______________ (Mo. Day Year) ______

(2) First interview by employer ______________ (Mo. Day Year) (47-51) ______

(3) Extension of job offer ______________ (Mo. Day Year) (52-56) ______

(4) Scheduled start of employment ______________ (Mo. Day Year) (57-61) ______

*R- 7/66

b. Means of referral (check one) (62)

Direct.................... ☐ 1

Mail...................... ☐ 2

Telephone................. ☐ 3

Delegation of hiring authority................. ☐ 4

Positive recruitment..... ☐ 5

Other (specify) __________ ☐ 6

7. a. Did worker actually take job and begin work?...Yes ☐ 1 No ☐ 2 (63)

b. If "yes," give starting date ______________ (Mo. Day Year) (64-68)

c. If "no," explain why not (check all applicable) (21-22)

Wages too low............ ☐ 1

Job or working conditions unsatisfactory........... ☐ 2

Change in local employment outlook............. ☐ 3

Did not like new job location................. ☐ 4

Insufficient funds to move..................... ☐ 5

Other economic considerations.................... ☐ 6

Other family considerations.................... ☐ 7

Community considerations. ☐ 8

Other (specify) __________ ☐ 9

8*. Financial aspects of the move (23-26)

a. Total cost basis: $__________ ______

b. Financial assistance: (27-30)

Total $__________ ______

Loan $__________ (31-34) ______

Grant $__________ (35-38) ______

9* Supply-demand relationship (ES projects; intrastate moves only)

a. Number of openings unfilled for 30 days or more in the worker's occupation (demand area) (39-42) ______

b. Number of local unemployed workers in the active file referrable to the openings (demand area) (43-46) ______

Section C: Referral Selection with No Job Offer Accepted

1. a. Labor Area: Name____________

Labor Area: (Code)........... (21-23)

State Code..................... (24-25)

b. Population (26)

Under 10,000 ☐ 1

10,000-49,999 ☐ 2

50,000-99,999 ☐ 3

100,000-249,999 ☐ 4

250,000-499,999 ☐ 5

500,000-999,999 ☐ 6

1,000,000 - over ☐ 7

c. Distance from Applicant-holding area (by car): (27)

Under 50 miles.. ☐ 1

50-99 miles..... ☐ 2

100-199 miles... ☐ 3

200-299 miles... ☐ 4

300-399 miles... ☐ 5

400-499 miles... ☐ 6

500 - over miles ☐ 7

2. Industry____________ SIC Code (28-31)

3. Occupational Title____________ (32-37)

____________ DOT Code

4. Starting pay (straight-time hourly earnings): $........ (38-40)

5. Date of Selection for Referral (41-45)

Month Day Year

6. Means of Referral: (46)

Direct............................ ☐ 1

Mail.............................. ☐ 2

Telephone......................... ☐ 3

Delegation of hiring authority.... ☐ 4

Positive recruitment.............. ☐ 5

7. Accepted Offer of referral? (47)

Yes ☐ 1

No ☐ 2

8. If "no," why refused? (48-49)

Obtained other job............ ☐ 1

Dislike location.............. ☐ 2

Dislike type of work.......... ☐ 4

Inadequate wages.............. ☐ 8

Unable to move (at this time).. ☐ 16

Other (specify)____________ ☐ 32

9. If "yes," was job offer extended? (50)

Yes ☐ 1

No ☐ 2

a. If "yes," why refused? (51-52)

Obtained other job.......... ☐ 1

Dislike location............ ☐ 2

Dislike type of work........ ☐ 4

Inadequate wages............ ☐ 8

Unable to move (at this time) ☐ 16

Other (specify)____________ ☐ 32

b. If "no," why not? (53-54)

Worker failed to show up for interview.................... ☐ 1

Worker found not qualified for job..................... ☐ 2

Worker's manner, appearance not suitable to employer.... ☐ 4

No interest in work or employment.................... ☐ 8

Other, N.E.C. (specify)____________ ☐ 32

Section D: **Special Worker Services**
(Record all appropriate)

1.	In Supply Area	(21-22)
a.	Group orientation	☐ 1
b.	Group counseling	☐ 2
c.	Training in how to get job	☐ 4
	Other (specify) ____	☐ 32
d.	Referral to Outside Assistance	(23-24)
	Medical	☐ 1
	Legal	☐ 2
	Financial	☐ 4
	Other (specify) ____	☐ 32
e.	Training under	(25-26)
	MDTA	☐ 1
	ARA	☐ 2
	Vocational	☐ 4
	Apprentice	☐ 8
	Other, N.E.C. (specify) ____	☐ 32
f.	Other	(27-28)
	Individual worker counseling	☐ 1
	Family counseling	☐ 2
	Project arranged transportation of worker and/or family	☐ 4
	Project arranged moving and/or storage of household goods	☐ 8
	Project arranged for temporary financial aid, (e.g., until receipt of relocation assistance allowance)	☐ 16
	Other (e.g., project arranged sale, rental of worker's home or property, settlement of financial affairs, etc., prior to relocation, (specify) ____	☐ 32
2.	In Demand Area	
a.	Information on:	(29-30)
	Housing	☐ 1
	Schools	☐ 2
	Shopping	☐ 4
	Churches	☐ 8
	Other	☐ 32
b.	Referral to Outside Assistance	(31-32)
	Community agencies	☐ 1
	Medical services	☐ 2
	Other (specify) ____	☐ 32
c.	Other activities	(33)
	(1) Locate specific available housing for worker.	☐ 1
	Provide acceptable housing arrangements (trailer camp, boarding house, etc for individual worker or worker with family)	☐ 2
	(2) Provide counseling to individual worker	(34) ☐ 1
	Provide counseling to group of workers	☐ 2
	Provide counseling to any member of worker's family or household	☐ 4
	(3) Arrange for worker's transportation to and from work (e.g., help worker to organize or join carpool; apply for establishment of public transportation routes; run private bus line where public transportation is lacking, etc.)	(35) ☐ 1
	Job referral and/or placement services provided worker who leaves or quits original relocation job to seek other employment	☐ 2
	Other, not elsewhere specified (e.g., help worker return to area from which relocated in the event of emergency, etc.)	☐ 4

APPENDIX H

MDTA LABOR MOBILITY PROJECT

U. S. Department of Labor
Manpower Administration
Form ES-264 (Revised 12/65)

Budget Bureau No. 44-R-1284.1
Agency ____________ (Cols. 8-11)
Supply Area ____________ (Cols. 4-7)

FOLLOWUP QUESTIONNAIRE

(For Relocated Project Workers 2 Months After Entry on New Job)

Interviewer's Introduction: I'm ________________ of ____________________________.
Agency

We're conducting a study of people who've moved to a new area of employment. We'd like to ask you some questions on how your recent move has worked out.

1. Social Security Number __________ (12-20)

2. Name: ______________________________
(Last First Middle)

3. Telephone No. ______________

4. Present Address ______________________
(No. and Street)

____
(City or Town) (21-23) (Three digit labor area code)

____
(County) (24-25) (Two-digit State code)

____
(State) Zip Code

5. First, I have a few questions about your employment. What is the name and full address of the employer with whom employment was obtained to entitle you to relocation allowance?

____
(Name of employing firm)

____
(Number and Street)

____
(City or Town) (26-28) (Three digit labor area code)

____
(County) (29-30) (Two-digit State code)

____
(State)

5 a. Job Title (or short description of duties) ______________ (31-36) (Six-digit DOT code)

____

b. Usual weekly earnings, before deductions, not including occasional overtime $ (37-39)

c. How many hours do (did) you work? .... (40-41)

d. Kind of business or industry? (42-45) (SIC Code)

____

6 a. Are you still working for this employer? (46)
Yes ☐ 1
No ☐ 2
(If "yes," skip to 8)

b. If "no," explain why not ______

____
(Check one that is most applicable) (47)

(1) Laid off temporarily ☐ 1
(2) Laid off permanently ☐ 2
(3) Quit to accept other employment in area of relocation ☐ 3
(4) Quit to accept employment in original home area ☐ 4
(5) Quit to accept employment in area other than two above areas ☐ 5
(6) Quit to return to home area without definite employment prospects ☐ 6

* See keypunch instructions

CORRECTED

(7) Quit without other employment but remained in area of relocation ☐ 7

(8) Quit--job prospects, employment area and/or living area unknown ☐ 8

(9) Other (specify) ________
____
________ ☐ 9

c. When did this employment end? (48-52)

____
Mo. day year

d. How many other employers have you worked for since the move? ________ (Code 9 for 9 or more) (53)

e. Are you currently working for another employer? (If "no," go to 7) (54)
Yes ☐ 1
No ☐ 2

f. If "yes," give name and address of present employer

____
(Name of employing firm)

____
(Number and Street)

____
(City or Town) (55-57)

____
(County) (58-59)

____
(State)

g. How many hours a week do you work on this job? ________ hrs. (60-61)

h. What are the usual weekly earnings, before deductions, not including occasional overtime? $ (62-64)

i. What are you doing? (job title or short description of duties) (21-26) (Six-digit DOT code)
____
____
____

j. In what kind of industry or business is this job? ________ (27-30) (4-digit SIC Code)
____

k. Do you consider this a permanent job? (31)
Yes ☐ 1
No ☐ 2
Uncertain ☐ 3

l. When did you begin working for this employer? (32-36)

____
mo. day year

m. Give reason(s) why you changed employers (37-38)
____
(Check all applicable)

(1) Laid off by original employer ☐ 01
(2) Better wages ☐ 02
(3) Better hours ☐ 04
(4) Other improvements related to work (working conditions, type of work, etc.) ☐ 08
(5) Area of residence ☐ 16
(6) Other, specify ________ ☐ 32
____

7 a. If you're not working now, are you looking for work? (39)
Yes ☐ 1
No ☐ 2

b. If "no," which one of the following best describes your current situation? (40)

(1) Attending school ☐ 1
(2) In training ☐ 2
(3) Keeping house ☐ 3
(4) Ill ☐ 4
(5) Pregnant ☐ 5
(6) Retired ☐ 6
(7) On layoff, awaiting recall ☐ 7
(8) Other, explain ________ ☐ 9
____

CORRECTED

c. If you're not working now, when was your last day of work? (41-45)

____
mo. day year

d. If you're not working now, do you have any satisfactory job prospects? (46)
Yes ☐ 1
No ☐ 2

e. If "yes," for whom do you expect to work?

____
(Name of employing firm)

____
(Full address)

____

8. a. Have you been out of a job and looking for work for any period of time since the move? (21)
Yes ☐ 1
No ☐ 2

b. If "yes," how many weeks ________ (22-23)
(Enter actual number, if less than 10, place 0 in 22).

9. a. Has there been any period during which you were out of work but not looking for a job since the move? (24)
Yes ☐ 1
No ☐ 2

b. If "yes," for how many weeks? (25-26)
____________ (See 8 above)

c. What was the reason(s) you were not looking for work? __________ (27)

____

____
(Check one that is most applicable)

(1) Attending school ☐ 1
(2) In training ☐ 2
(3) Keeping house ☐ 3
(4) Ill ☐ 4
(5) Pregnant ☐ 5
(6) Retired ☐ 6
(7) On layoff, awaiting recall ☐ 7
(8) Other, (specify) __________ ☐ 9

____

10. About the move itself:
On your finding a place to live, which one statement best describes your housing now? (28)

(1) Renting or leasing home or apartment (temporary--still looking for a place). ☐ 1
(2) Renting or leasing home or apartment (expect to live here awhile) ☐ 2
(3) Renting - length not indicated ☐ 3
(4) Living in home of friends and relatives (temporary) ☐ 4
(5) Living in home of friends and relatives (expect to live here for a while) ☐ 5
(6) Living in home of friends and relatives - length not indicated ☐ 6
(7) Living in home you're buying ☐ 7
(8) Living in hotel or rooming house ☐ 8
(9) Other, specify ________________ ☐ 9

____

11. How did you find the place you are living in now?

a. Arranged for you before you moved (29)
Yes ☐ 1
No ☐ 2

b. Did anyone help arrange for your new home? (30)
Yes ☐ 1
No ☐ 2

If "yes," who helped you? (Check all applicable) (31-32)

(1) Real estate agency ☐ 01
(2) Friends or relatives ☐ 02
(3) Community agency ☐ 04
(4) Mobility project staff ☐ 08
(5) Other, explain __________ ☐ 16

____

CORRECTED

12. How does your housing now compare with that before your move?

a. Monthly expense (33)
- (1) More ☐ 1
- (2) About same ☐ 2
- (3) Less ☐ 3

b. Neighborhood (34)
- (1) Like better ☐ 1
- (2) Like about same ☐ 2
- (3) Like less ☐ 3

c. Are there other major advantages or disadvantages in your present housing as against where you lived before you moved?

Advantages of new housing (Check as many boxes as applicable)* (35-36)
- (1) Housing quality better (construction, facilities) ☐ 01
- (2) Community facilities better (schools, shopping, recreation) ☐ 02
- (4) Transportation better ☐ 04
- (8) Other, explain ________ ________________ ☐ 08

Disadvantages ____________ (Check as many boxes as applicable)* (37-38)
- (1) Housing quality worse (construction, facilities) ☐ 01
- (2) Community facilities worse (schools, shopping, recreation) ☐ 02
- (4) Transportation worse ☐ 04
- (8) Other, explain ________ ☐ 08

____

13. We wonder if you ran into any special large expenses or financial problems other than transportation and goods - moving costs in making the move.

Specifically:

*See keypunching instructions

a. Did you have any of the following in your old area? (Check which) (39)
- Lease ☐ 1
- Mortgage ☐ 2
- Home owned free and clear ☐ 3
- None of these (Skip to c) ☐ 4

b. Did this present a financial problem when you moved? (40)
- Yes ☐ 1
- No ☐ 2

Can you tell me what it was and how you handled it? ____

____

(Check one that is most applicable) (41)
- Sold home ☐ 1
- Rented own home ☐ 2
- Own home empty ☐ 3
- Subrented home ☐ 4
- Paid for part or all of lease ☐ 5
- Borrowed money (other than RAA) ☐ 6
- Abandoned property or lost mortgage ☐ 7
- Other, explain ____________ ________________ ☐ 8

____

c. Was there any other financial problem because of the move (Specify) ____________

____

____

(Check as many as applicable)* (42-43)
- Outstanding debt (other than housing ☐ 01
- Expenses incurred during relocation ☐ 02

Expenses incurred in establishing residence in area of relocation (rental deposit, utility deposit, appliances, etc.) ☐ 04

Expenses incurred related to work (tools, clothing, union dues, etc.) ☐ 08

None ☐ 16

Other, explain ________________

____

________________ ☐ 32

d. How important would you regard the relocation allowances in your moving decision? (Select the answer from the following that best describes your feeling on this). (44)

Would not have moved without it ☐ 1

Made relocation decision earlier, but might have moved without it ☐ 2

Would have moved anyway, but allowance permitted earlier move ☐ 3

Would have moved anyway, no difference in timing of the move ☐ 4

14. Did you have any relatives or old friends in this area whom you have been able to call on to help get settled here?. . . . . .Yes (45) ☐ 1

No ☐ 2

Can you note anything specially useful that they have been helpful on?

____

____

________________ (46-47)

(Check as many as applicable)*

Housing ☐ 01

Community Orientation ☐ 02

Referral to facilities, including medical and public agencies ☐ 04

Introduction to friends ☐ 08

Financial assistance ☐ 16

Other, explain ________________

____

________________ ☐ 32

*See keypunching instructions

15. What about agencies or organizations in this area? Have you gotten any advice or assistance from any of them?......... (48-49)

(Check as many as applicable)*

Public Employment Service ☐ 01

Welfare agency ☐ 02

Church organization ☐ 04

Neighborhood organization ☐ 08

None ☐ 16

Other, specify ________________

____

________________ ☐ 32

Can you note anything specially useful with which they have been helpful?________________

____

________________ (50-51)

(Check as many as applicable)*

Housing ☐ 01

Community Orientation ☐ 02

Referral to facilities, including medical and public agencies ☐ 04

Introduction to friends ☐ 08

Financial assistance ☐ 16

Other, explain ________________

____

________________ ☐ 32

16 a. Did you run into significant problems you had not fully expected in making the move?...Yes (52) ☐ 1

No ☐ 2

b. Can you tell me about them, and how you have handled them so far? ________________ (Do not code)

____

____

See: Interviewer's coding instruction on next page, 16 b. (cont'd)

16 b. (Continued)

Note to Interviewer--classify problem(s) given in 16a. in appropriate classifications listed below. (53-54)

Relocation expenses ☐ 01

Financial problems ☐ 02

Job adjustment problems ☐ 04

Housing problems ☐ 08

Personal and/or family problems ☐ 16

Other ☐ 32

17. Finally, a couple of general questions: All in all, how satisfied are you with the move?........... (55)

(Check one of the following)

Very satisfied ☐ 1

Somewhat satisfied ☐ 2

Somewhat dissatisfied ☐ 4

Very dissatisfied ☐ 8

Can you tell me some of the major reasons why you feel this way?____________________

____

____

Reasons for satisfaction (check as many as applicable)* (56-57)

Job considerations ☐ 01

Other economic considerations ☐ 02

Family considerations ☐ 04

Community considerations ☐ 08

Other, specify ____________________

______________________________ ☐ 16

Reasons for dissatisfaction (check as many as applicable)* (58-59)

Job considerations ☐ 01

Other economic considerations ☐ 02

Family considerations ☐ 04

Community considerations ☐ 08

Other, specify ____________________

______________________________ ☐ 16

18. Do you have any comments or suggestions from your experience with this move on what advice or assistance should be considered for other people who will be relocated to new areas? (Specify)____________________

____

______________________________ (Do not code)

19. Name of interviewer____________

____

20. Date of interview.............. (60-64)

____

(month) (day) (year)

21. Time interview completed ______

____

22. Total amount of interview time

____

---

*See keypunching instructions

Form ES-955 (967)

TEXAS EMPLOYMENT COMMISSION
REQUEST FOR AND DETERMINATION OF RELOCATION ASSISTANCE ALLOWANCES

Name ______________________ Local Office ______________________

SSA No. ______________________ Project Number ______________________

A. REQUEST BY APPLICANT

1. I am an involuntarily unemployed person, and request a determination of entitlement to relocation assistance allowances in the form of:

____

I wish to relocate from:
Present address ______________________________ to
New address ______________________________.
(City and State)

2. I wish to relocate the following members of my family (if any).

Name and Relationship	Age	Address (if different from own)

3. I wish to relocate my household goods ☐ Yes ☐ No

4. I wish to temporarily store my household goods ☐ Yes ☐ No

B. CERTIFICATION BY APPLICANT

1. My last employment which was not of a temporary nature was with (Name of employer, address and date of separation)______________________________
____,
the reason for separation from this employer is: ______________________
____.

2. I have obtained suitable employment or a bona fide offer of suitable employment with: ______________________________
(Complete name and address of employer)

3. I will begin work as a ______________________ with the above
(Job Title)
employer on or about ______________ at ______________________
(Complete date) (Approximate salary)

I certify that the information contained in parts A and B is correct to the best of my knowledge. I understand that all relocation assistance allowances are paid from funds provided for by the United States Government, and that penalties of fines and imprisonment are imposed for knowingly giving false information, or withholding information, to obtain such allowances.

______________________ ______________
(Applicant's Signature) (Date)

____
(Commission Representative)

Form ES-955 (cont'd) (967)

C. DETERMINATION BY TEXAS EMPLOYMENT COMMISSION

1. Is applicant involuntarily unemployed? ☐ Yes ☐ No

2. Is suitable employment available without relocation? ☐ Yes ☐ No

3. Is certification on file from relocation State ES director that applicant has suitable employment or a bona fide offer of suitable employment? ☐ Yes ☐ No

   Date certification requested ______________________.
   (Date)

4. Applicant entitled to relocation assistance allowances. ☐ Yes ☐ No
   Such assistance to be afforded in the form of:

   ____

   If "No," reason for denial ______________________

   ____

______________________________ ______________

(Commission Representative) (Date)

Form ES-955-A (967)

TEXAS EMPLOYMENT COMMISSION
SUITABLE EMPLOYMENT CERTIFICATIONS

A. IDENTIFYING INFORMATION

Name of Applicant ______________________ SSA No. __________

Address ______________________________________
(Regular Place of Residence)

Regular occupation ____________________ Date to begin new job ________

Name of new employer in the relocation State ____________________

Mailing address ______________________________________

B. CERTIFICATION WITH RESPECT TO AVAILABILITY OF SUITABLE FULL-TIME EMPLOYMENT IN RESIDENT STATE FOR APPLICANT DESIRING TO RELOCATE

This is to certify that the above-named individual may be expected to secure full-time suitable employment within commuting distance of his regular place of residence without relocation to another area.

☐ Yes ☐ No

______________________ (Date)

______________________ (Resident State Employment Service Director)

Address to:
Employment Service Director of
Relocation State

C. CERTIFICATION WITH RESPECT TO WHETHER OR NOT A WORKER HAS A BONA FIDE OFFER OF, OR OBTAINED, SUITABLE FULL-TIME EMPLOYMENT IN ANOTHER AREA

This is to certify that the above-named individual has obtained suitable full-time employment, or a bona fide offer of suitable full-time employment as shown below affording a reasonable expectation of long-term duration in ______________ (State)

☐ Yes ☐ No

If "Yes," answer the following:

______________________ (Name of Employer)

______________________ (Address)

______________ (Occupation) ______________ (Date to Begin Work) ______________ (Approximate Monthly Salary or Wages)

______________ (Date) ______________________ (Relocation State Employment Service Director)

______________________ (State)

Attachment:
Employer Statement
Verifying Employment
or Employment Offer.

Form ES-956 (967)

TEXAS EMPLOYMENT COMMISSION
REQUEST FOR PAYMENT OF RELOCATION ASSISTANCE ALLOWANCES

A. IDENTIFYING INFORMATION

1. Applicant's Name ______________________________ SSA NO. ____________
2. Date on which you applied for relocation assistance allowances. ____________
3. Address prior to relocation: ______________________________
4. Address after relocation (if known): ______________________________

B. TRANSPORTATION FOR YOU AND YOUR FAMILY

1. Date on which you plan to move. ____________
   - (a) Date your family expects to move. ____________
   - (b) If date your family expects to move is more than 30 days later than date you applied for allowances, give reason. ______________________________
2. Specify type of transportation to be used by you. ____________
3. Specify type of transportation each member of your family will use, and date they expect to move.

NAME	DATE OF MOVE	TYPE OF TRANSPORTATION

(If additional space is needed, use a supplemental sheet.)

C. TEMPORARY STORAGE AND/OR TRANSPORTATION OF HOUSEHOLD GOODS

1. Are you moving household goods to your new residence? ☐ Yes ☐ No
   (If "Yes" is checked and no storage of household goods is required, complete items 2 and 7 below. If storage is required, complete the following items.)
2. Type of transportation to be used for transporting household goods. ____________
3. Will you require temporary storage of your household goods? ☐ Yes ☐ No
4. Specify the point of storage. ____________
5. Specify the number of days that storage will be required. ____________
6. Date you expect to move your household goods to the point of storage. ____________
7. Date you expect to move your household goods to your new residence. ____________

D. ISSUANCE OF RELOCATION ASSISTANCE ALLOWANCES

Address to which check(s) should be delivered if not received at local office:

____

E. APPLICANT'S CERTIFICATION

I certify that the information supplied by me on this form is true to the best of my knowledge and belief. My unemployment status and re-employment status has not changed since the date I requested relocation assistance allowances. I understand that all such allowances are paid from funds provided for by the United States Government, and that penalties of fines and imprisonment are imposed for knowingly giving false information, or withholding information to obtain such allowances.

Applicant's Signature ______________________________ Date ____________

Commission Representative ______________________________ Date ____________

Form ES-957 (967)

TEXAS EMPLOYMENT COMMISSION
STATEMENT OF ESTIMATED COST OF RELOCATION AND AMOUNT OF RELOCATION ASSISTANCE ALLOWANCES TO BE ADVANCED

A. IDENTIFYING INFORMATION

1. Name ______________________________ SSA No. ______________
2. Resident State address ______________________________
3. Relocation State address ______________________________
(City and State if street address not yet known)
4. Date the applicant plans to travel to his new job in the relocation State ______________________________
5. Expected date relocation will be completed ______________________________

B. ESTIMATED COST OF RELOCATION

Type	Amount
1. Travel allowance	$
2. Household goods allowance	$
3. Lump sum allowance	$
4. Temporary storage allowance	$
5. Total estimated cost of relocation	$

C. TYPE AND AMOUNT OF RAA TO BE ADVANCED

1. ______________ Amount $______________
2. ______________ Amount $______________
3. ______________ Amount $______________

D. APPLICANT INSTRUCTION FOR SUBMITTAL OF FINAL STATEMENT OF STORAGE AND/OR TRANSPORTATION COSTS

Within 10 days from the date your relocation is completed, you are to submit a final statement of transportation costs (as described in the attached instructions) to the Texas Employment Commission at the address shown below.

When the Texas Employment Commission receives your final statement, a review will be made of your records to determine whether you have been paid more or less than the full amount of relocation assistance allowances to which you are entitled. You will be notified if any additional amounts are payable to you or if you must refund any amounts.

______________________________ (Commission Representative)

______________________________ (Date mailed or delivered)

Mail Final Statement to:

Texas Employment Commission
Special Programs Department - MDTA
Austin, Texas 78701

TEXAS EMPLOYMENT COMMISSION

REQUEST FOR PRE-EMPLOYMENT INTERVIEW PAYMENT

NAME	______________	LOCAL OFFICE NO.	______________
ADDRESS	______________	ORDER NO.	______________
SSN	______________	NAME AND ADDRESS OF EMPLOYER	______________ ______________

Date of Departure ________

Mode of Transportation ________

Transportation $________ (Most Economical Means of Transportation)

Lodging & Meals $________

Total $________

I understand that the money requested is solely for pre-employment interview expenses. I also understand that the interview will be with the above-mentioned employer. If money received by me is not used for the above purpose, I agree that I will repay said money to the Texas Employment Commission.

	______________ Applicant	______ Date
Witness	______________ Selection & Referral Officer	______ Date
Witness Approval Recommended	______________ Local Office Manager	______ Date

Approved: ______________ ______
State Office Representative Date

Check Number ________

Check Date ________

Check Amount ________

SPLP-57 (1168)

Eligible for RA Allowances: Yes ______
No ______

LABOR MOBILITY
APPLICANT INFORMATION RECORD

A. Project & Section No.____________ Approximate Relocation Date__________ (If known)

1. Employer__________ City______________ Wage______________________

B. Name__________________ SSA No.____________ Age______________________

C. Marital Status: Single_____ Married_____ Divorced_____ Separated______

D. Number of persons in family group to be relocated______

E. Family Composition:

	Name	Sex	Age	Relationship
1.	______________________	___	___	____________________________
2.	______________________	___	___	____________________________
3.	______________________	___	___	____________________________
4.	______________________	___	___	____________________________
5.	______________________	___	___	____________________________
6.	______________________	___	___	____________________________

F. Type of housing desired:
1. Public______________ 2. Private____________________

G. 1. Furnished____________ 2. Unfurnished________________

H. Maximum amount of rent you can pay (approximately)________________ (Monthly)
(Consult Fact Sheet Question #7)

I. Number of bedrooms desired__________

J. If necessary, do you have transportation to get to your job daily:

Yes:______ No:______

K. Furniture to be moved: Number of rooms______

Major Items	No.		No.		No.	
Stove	___	Living Room Group	___	Dining Table	___	Large Boxes
Refrigerator	___	Beds (Full Size)	___	Chairs	___	No.________
Washer (Auto.)	___	Beds (Twin Size)	___	Folding Chairs	___	Other______
Washer (Wringer)	___	Baby Beds	___	Television	___	(Specify)
Washer-Drier	___	Chest	___	Lamps	___	__________

L. Utilize Moving Van: Yes___ No___ If no, explain method you plan to use to move your belongings.______________________________________

M. Moving Van will load furniture at:______________________________
Street No.(Directions) (City or Town)

N. Car: Make________________ Model________________ Condition____________

O. Comments:

______________________________ ____________
Interviewer Date

____
Local Office

LABOR MOBILITY FACT SHEET - Grand Prairie

1. Ques. Where do I go when I get to Grand Prairie?

   Ans. Go directly to:

   Texas Employment Commission
   2102 West Main
   Grand Prairie, Texas 75051
   Telephone: Area Code 214
   AN 2-3585

2. Ques. What do I do if my car breaks down and I cannot get it fixed on my own?

   Ans. Call whichever is closer:

   Austin: Mr. Fortunato Gomez, III - Area Code 512
   GR 2-6251, Ext. 430
   8:00 a.m. to 5:00 p.m.
   Monday thru Friday
   or
   Area Code 512
   476-2956
   Any other time

   Grand Prairie: Mr. R. H. Jones - Area Code 214
   AN 2-3585
   8:00 a.m. to 5:00 p.m.
   Monday thru Friday
   or
   Dallas: Mr. Ruben Reyes - Area Code 214
   TA 3-3962
   Any other time

3. Ques. When should I arrive in Grand Prairie?

   Ans. If you are eligible for Elmer Scott Place, you will not need to arrive until Friday morning.

   Trainees not eligible for Elmer Scott Place will arrive as follows: Those who load their furniture Wednesday morning should arrive as soon as possible but not later than 12 noon Thursday. Trainees who load their furniture Wednesday afternoon should arrive as soon as possible but no later than Thursday afternoon. Trainees without furniture should arrive as soon as possible but no later than Thursday noon.

   If you wish to move a part of your household goods at one time and the remaining part at a later date, you will be required to make the necessary arrangements and to pay for the cost of the second move.

   We suggest you move everything at one time.

4. Ques. How should I dress when I go apartment hunting?

Ans. It is important to present a good appearance when you are apartment hunting. The landlord will judge your desirability as tenants by the way you look. If you go to the TEC office immediately after driving a long distance it is difficult to look your best. Perhaps you can arrange to shave and change clothes, if necessary, at a service station or public facility.

5. Ques. How will I find a place to live?

Ans. The Texas Employment Commission will help you find a place to live based upon the housing information furnished by you. This housing will represent the best available at the time and should be suitable for your present needs.

6. Ques. What type of housing is available?

Ans. For those who qualify (must have 3 or more children) and so desire, housing will be available at Elmer Scott Place (public housing).

Furnished apartments are available for couples and for families with one child. Two single men may share an apartment.

If a family has two or more children, it will be difficult and expensive to rent a furnished apartment. You should plan to live in an unfurnished place if you can.

Houses are usually rented without furniture. For an unfurnished house or duplex, you need to have your own stove and refrigerator.

In some cases, an unfurnished house or duplex may have a stove or refrigerator. Most unfurnished apartments will have a stove and refrigerator.

All housing is 5 to 20 miles from the plant. Housing and schools are integrated.

7. Ques. How much rent should I expect to pay?

Ans. Rent at Elmer Scott Place is based on your salary and the number of members in your family.

If you have 3 minor (under 21) children, your rent will be approximately $81.00 per month. If you have 4 minor children, rent will be $80.00 per month. If you have 5 minor children, rent will be approximately $78.00 per month. If you have 6 or more minor children, rent will be approximately $76.00 per month.

For other places rent is as follows:

Furnished	1-Bedroom Apartment	$90 to $125 per month	Utilities- Paid
Furnished	2-Bedroom Apartment	$110 to $145 per month	
Unfurnished	1-Bedroom Apartment	$75 to $110 per month	Utilities- Paid
Unfurnished	2-Bedroom Apartment	$95 to $130 per month	
Unfurnished	House	$75 to $85 per month	Utilities- Not Paid

8. Ques. How much money will I need when I get to Grand Prairie?

Ans. You will need approximately $200.00 to get settled, buy groceries, and for living expenses. You will have to pay a security deposit if you sign a lease for an apartment. The deposit is usually $50.00. The deposit is returned to you when the agreement terminates if you leave the apartment in good order. Single men will need approximately $100 for these purposes.

PACKING INSTRUCTIONS

THE FOLLOWING INSTRUCTIONS APPLY TO PERSONS REQUIRING THE SERVICES OF A MOVING VAN:

1. Pack all dishes, glasses, platters, cups, saucers, and all other breakable items such as pictures, ash trays, lamps, etc., in cardboard cartons. Use an ample amount of newspapers for wrapping these items when packing.

2. Be sure that each carton has a top. Tie the cartons closed with a heavy string.

3. Put your name on each carton. On those cartons containing glass, or other breakables, be sure to write GLASS on 2 sides of the carton.

4. Pack canned goods, boxes of food, medicines, books, etc. in separate cartons.

5. In the drawers of dressers, chest of drawers, wardrobes, and in footlockers, cedar chests, suitcases, etc., you may put bedding, towels, papers, shoes etc. Fill up each drawer and this will reduce the amount of cartons you will need to pack.

6. If you ship a refrigerator, do the following: the day before your shipment is to be loaded, clean out all food and completely remove all ice and frost. Remove the remaining water by wiping out with towels or by leaving the door open.

7. If you ship a washer, be sure that the hoses and the tub do not contain any water.

8. If you ship a dresser that has a mirror attached, remove the mirror by unfastening the support brackets. Do not leave the brackets on the mirror nor on the dresser. Put the brackets and screws or bolts in a drawer so that you can locate them when you reassemble the dresser and mirror.

9. On the day of your move, have all beds taken apart before the moving van arrives. Also, if your furniture includes tables with legs that can easily be removed, take the legs off and put in a drawer or carton.

10. If you ship a power mower, motor bike, or any other type of gasoline engine, be sure to drain the gas.

11. If you have small cartons of approximately the size of a shoebox, pack them in a larger carton.

12. All furniture including televisions and mirrors, with the exception of cartons, will be fully padded and protected when loaded into the van.

13. Do not take apart; bicycles, tricycles, or small wagons.

14. If you ship a swing set; disassemble completely.

SUMMARY

Begin packing and getting your shipment ready for moving far enough in advance to keep from having to do everything at the last minute. Be certain to pack carefully and use enough paper. Have all other furniture and miscellaneous items disassembled and ready for loading. It is important that you remain at your home until the moving van arrives and has completed loading of your furniture. Also, it is very important that you wait at your new residence at your destination until the moving van arrives and unloads. At the time of unloading, check with the driver to make sure you receive all of your goods.

Pay close attention to the travel time schedule as published by the Texas Employment Commission in another information sheet.

Appendix B

Texas Employment Commission

Texas Labor Mobility Project Activity Through January 31, 1969

No. of Relocations	Occupation	Entry Wage
	Grand Prairie	
691 (50 Sec)	Aircraft Assembler	$2.50
14	Framer	2.10
6	Laborer Concrete	2.00
14	Warehouseman	1.75
	Fort Worth	
105	Machine Operator	1.82
1	Electrical Appliance Serviceman	2.25
3	Upholsterer	1.60
20	Production Machine Operator	2.00
2	Auto Mechanic	2.00
1	Inspector	3.00
1	Painter	3.93
1	Boat Outfitter	1.90
2	Auto Body Repairman	2.00
	Beaumont	
8	Welder	3.00
1	Electrical Appliance Serviceman	2.00
	Plano	
5	Coiler	1.90
	Freeport	
1	Laboratory Tester	3.55

Dallas

No. of Relocations	Occupation	Entry Wage
4	Nursery Worker	$2.00
3	Maintenance Electrician	1.90
7	Production Machine Operator	2.12
3	Millman	2.00
1	Electronics Assembler	2.35
22	Park Worker	1.90
2	Instrument Repairman	2.50
4	Foundry Worker	2.03
4	Welder Helper	2.00
	McKinney	
2	Textile Worker	1.60
1	Dairy Worker	1.60
1	Lawnmower Assembler	1.60
	Houston	
9	Auto Body Repairman	2.00
3	Service Station Mechanic	2.00
22	Wire Drawer	1.80
6	Millman	2.00
	Austin (Dallas)	
9	Draftsman	1.72
	Odessa (Houston)	
2	Refrigeration Mechanic	2.37

Total number of establishments served - 45
Total number of Relocatees - 981

Returnees:
Overall - 82 - Retention Rate 92%

		TOTAL PROJECT POPULATION	ELIGIBLE	TOTAL RELOCATION	SUCCESSFUL RELOCATIONS	RETURNEES	WITHDRAWALS	NON-RELOCATEES
Age	-22	277	159	164	139	25		113
	22-44	1,262	765	789	739	48	3	473
	45+	64	27	27	18	7		30
Education	-8	735	357	366	329	36	1	369
	9-11	368	245	241	230	20	2	117
	12	448	313	325	304	21		123
	13-15	51	36	38	35	3		13
	16+	1						1
Marital Status	Married	1,190	702	719	658	59	3	471
	Single	373	232	242	224	18		131
	Other	40	21	21	18	3		19
Dependents	None							
	1	322	193	204	185	25		112
	2	268	164	158	152	17	2	98
	3-4	547	332	314	316	23	1	208
	5+	466	262	242	245	22		199
Household Head	Yes	1,444	913	936	855	81	3	508
	No	159	38	44	43	1		115
Veteran	Yes	453	339	347	325	22	1	106
	No	1,150	622	638	578	58	3	512
Disadvantaged	Yes	973	565	582	526	54	3	391
	No	630	393	398	372	26		232

	TOTAL PROJECT POPULATION	ELIGIBLE	TOTAL RELOCATION	SUCCESSFUL RELOCATIONS	RETURNEES	WITHDRAWALS	NON-RELOCATEES
HOME OWNER							
Yes	373	200	204	187	17		169
No	1,230	751	776	711	63	3	454
OLD OCCUPATION							
0 & 1	63	40	41	37	4		22
2	249	154	162	156	6		56
3	108	58	59	50	9		49
4	142	72	72	59	13		53
5	66	40	43	43	0	1	23
6	122	79	79	72	8	1	39
7	58	21	22	20	2		36
8	289	177	179	166	12	1	75
9	569	311	222	295	26	1	133
NEW OCCUPATION							
0 & 1	10	10	10	10	0		
2	0	0	0	0	0		
3	0	0	0	0	0		
4	9	9	8	8		1	
5	11	11	11	11	0		
6	188	161	198	146	52	2	
7	13	13	13	11	2		
8	734	736	734	707	27		
9	7	7	7	7			

		TOTAL PROJECT POPULATION	ELIGIBLE	TOTAL RELOCATION	SUCCESSFUL RELOCATIONS	RETURNEES	WITHDRAWALS	NON-RELOCATEES
Public Assistance Past Year	-$100	1,573	931	965	883	79	3	609
	$100-299	10	6	6	6	0		4
	$300-499	8	4	5	4	1		3
	$500-999	6	1	1	1	0		5
	$1000+	6	4	4	4	0		2
Sex	Male	1,595	969	979	896	80	3	617
	Female	8	2	2	2	0		6
Last 52 Weeks	Weeks Unemployed							
	0-12	982	640	667	610	56	1	315
	13-26	444	217	221	202	17	2	223
	27-52	177	0	93	87	6	0	84
	Weeks Employed							
	0-12	91	38	39	38	0	1	52
	13-26	174	74	74	62	9	1	100
	27-52	1,338	836	868	794	73	1	470
	Weeks Training							
	0-12	1,525	920	953	871	80	2	572
	13-26	17	0	0	0	0	0	17
	27-52	61	28	28	27	0	1	33
	Weeks out of Labor Force							
	0-12	1,592	948	981	899	79	3	611
	13-26	3	0	0	0	0	0	8
	27-52	8	0	0	0	0	0	8

	TOTAL PROJECT POPULA-TION	ELIGIBLE	TOTAL RELOCATION	SUCCESSFUL RELOCATIONS	RETURNEES	WITHDRAWALS	NON-RELOCATEES
FINANCIAL RESERVES							
NONE	1,218	678	701	636	65		517
$100	136	102	105	96	7	3	31
$100-499	152	107	111	106	5		41
$500-999	56	37	37	35	2		19
$1000+	39	25	25	24	1		14
UNKNOWN	2	1	1	1			1
TOTAL INCOME PAST 12 MONTHS							
-$1199	213	106	110	88	22		103
$1200-2999	902	528	543	507	34	3	359
$3000-4999	410	278	277	269	18		141
$5000-6999	67	39	39	33	6		28
$7000+	5	1	1	1	0		4
UNEMPLOYMENT INSURANCE PAST 12 MONTHS							
-$100	1,414	820	858	783	73	3	556
$100-299	78	47	48	47	1		30
$300-499	42	22	22	22	0		20
$500-999	63	46	46	40	6		17
$1000+	6	6	6	6			0

	TOTAL PROJECT POPULATION		ELIGIBLE		TOTAL RELOCATION		SUCCESSFUL RELOCATIONS		RETURNEES		WITHDRAWALS		NON-RELOCATEES	
Earnings Past 52 Weeks	Male	Fem.	Male	Fem.	Male	Fem.	Male	Fem.	Male	Fem.	Male	Fem.	Male	Fem.
NONE														
-$3499	1,155	2	757	2	778	2	708	2	70				297	
$3500-4999	351		162		169		158		11				181	
$5000-7499	89		32		31		31		1				52	
$7500-9999	8		1		1		1		0				7	
$10,000+														
Earnings after successful relocation. (projected 52 weeks)														
$3499														
$3500-4999		2	62	0	68	2	14	2	54	0				
$5000-7499		0	826	0	834	0	817	0	17	0				
$7500-9999		0	0	0	66	0	65	0	1	0				
$10,000-		0	0	0	0	0	0	0	0	0				
Handicapped Yes	66		42		41		36		5				25	
Handicapped No	1,537		811		940		862		75		3		598	
MDTA Training Yes	715		703		703		676		27				12	
MDTA Training No	888		273		278		223		52		3		610	
Race White	1,591		841		971		889		80		3		620	
Race Negro	6		4		4		4		0		0		2	
Race Other	6		4		6		6		0		0		0	
Race Unknown														

1. Average amount of RAA received

   a) All Relocatees $400.00
   b) U. I. and/or Welfare recipients $400.00

2. Average administrative cost per relocation $178.00

3. States to which relocations were made:

States	Total Relocated	Unsuccessful
Texas	981	82

4. Average distance relocated 500 miles

5. Average weight of household goods (Married workers only) 2000#

6. Number of intra-state relocations 981

7. Number of inter-state relocations None - Project designed for intra-state only.

8. Average distance of intra-state move 500 miles

9. Average distance of inter-state move None

10. Average RAA per intra-state move $400.00

11. Average RAA per inter-state move None

12. Time span during which relocations became unsuccessful:

	1 week	2-4 weeks	4-6 weeks	6-9 weeks
Total Unsuccessful	29	33	14	6

13. MDTA training - List types of training received (Nurses Aid, Welder, etc.)

Sheet Metal Worker (Aircraft Assembly - Sub-Assembly)
Welder
Upholsterer
Production Machine Operator
Electrical Appliance Serviceman
Automobile Mechanic
Automobile Body Repairman

GENERAL INFORMATION

a. Workers Screened for Eligibility 2,535

b. Number employed at time of initial screening 377
  1. Less than 20 hours a week 62
  2. More than 20 hours a week 315

c. Number found initially eligible for relocation assistance 1,603

d. Number willing to move under program 1,608

e. Number of applicants referred to specific out-of-area jobs 1,614

f. Total number of job referrals 1,633

g. Total number of acceptances 1,634

h. Total number of withdrawals 1

i. Total number physically relocated 981
  1. Placed by project 981
  2. Found own job 0

j. Total number of unsuccessful relocations 82
  1. Number returning to supply area 80
  2. Number leaving new job and unemployed in demand areas 0
  3. Other (drafted, died, prison, etc.) 0

k. Number of local placements 6

Supply Areas

	Jim Hogg	Zapata	Webb	Willacy
Population[1]/	5,000	4,500	75,900	15,700
Work Force[2]/	1,405	1,505	28,030	6,960
Unemployment Rates[3]/				
October 1967	7.7	6.0	7.4	8.9
November	6.3	18.3	10.8	
December			11.7	6.6
January 1968	7.0	8.9	12.2	
February			11.6	7.2
March	6.1	8.1	10.7	
April			7.8	5.5
May	9.3	11.4	6.2	
June			10.3	6.6
July			8.4	
August			7.3	
September			7.1	
Major Industries	Agriculture Trade Mining Government Construction Services Transp.	Agriculture Trade Mining Government Services Const.	Trade Government Bus. & Per. Ser. Transp. Med. & Prof. Ser. Const. Fin. Ins., R.E. Food Mfg.	Agriculture Trade Government Services Construction Transportation Food Prods.
Occupations of Unemployed (Categories)	Farm Cler. & Sales Processing Structural	Farm Cler. & Sales Processing Structural	Misc. Structural Cler. & Sales Mach. Trade Bench Work	Farm Processing Miscellaneous Structural Cler. & Sales

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1/ Source: Population Research Center, University of Texas
2/ September 1968 for SMSA's. June 1968 for very small areas.
3/ Bimonthly data available for very small areas only.

Supply Areas, continued

	Dimmit	Zavala	Maverick
Population[1]	9,500	14,400	20,100
Work Force[2]	2,820	5,455	6,810
Unemployment Rates[3]			
October 1967	7.6	8.2	9.2
November	11.1	15.3	14.7
December			
January 1968	8.8	9.4	10.4
February			
March	6.5	9.5	9.1
April			
May	11.9	11.1	8.2
June			
July			
August			
September			
Major Industries	Trade	Agri.	Trade
	Agri.	Trade	Agri.
	Government	Government	Government
	Services	Food Prod.	Apparel
	Const.	Services	Services
	Mining	Const.	Transp.
	Transp.	Transp.	Construction
		Mining	Mining
		Fin., Ins., R.E.	
Occupations of Unemployed (Categories)	Farm	Farm	Processing
	Clr. & Sales	Processing	Structural
	Misc.	Cler. & Sales	Farming
	Structural	Misc.	Service
	Processing	Structural	Bench Work

1/ Source: Population Research Center, University of Texas

2/ September 1968 for SMSA's. June 1968 for very small areas.

3/ Bimonthly data available for very small areas only.

Supply Areas, continued

	Cameron	Hidalgo	Starr
Population[1]	139,100	180,600	19,900
Work Force[2]	47,370	56,990	4,570
Unemployment Rates[3]			
October 1967	4.9	5.5	6.3
November	5.6	6.5	8.1
December	4.5	6.0	17.4
January	5.2	5.9	18.8
February	5.0	5.9	16.4
March	4.9	5.4	13.2
April	5.6	5.5	10.6
May	6.2	5.1	9.3
June	7.1	6.5	11.2
July	5.6	6.5	8.2
August	6.0	5.4	7.4
September	6.0	5.1	8.8
Major Industries	Trade Government Services Food Prods. Construction Transp. Apparel Fin., Ins., R. E.	Trade Government Services Construction Food Prods. Fin., Ins., R. E. Mining	Agriculture Trade Government Services Transp. Food Prod.
Occupations of Unemployed (Categories)	Processing Miscellaneous Structural Cler. & Sales	Processing Structural Misc.	Farm Cler. & Sales Processing Structural

1/ Source: Population Research Center, University of Texas.
2/ September 1968 for SMSA's. June 1968 for very small areas.
3/ Bimonthly data available for very small areas only.

	Demand Areas			
	Dallas SMSA	Fort Worth SMSA	Bmt.-Port Arthur-Orange SMSA	Houston SMSA[3]/
Population[1]/	1,424,000	660,000	325,000	1,771,000
Work Force[2]/	670,880	291,040	121,600	797,980
Unemployment Rates:				
October 1967	1.8	2.1	4.0	1.9
November	1.9	2.1	4.3	2.1
December	1.4	1.5	4.0	1.6
January 1968	1.7	1.8	5.2	1.8
February	1.5	1.7	4.2	1.8
March	1.4	1.9	4.3	1.7
April	1.4	1.8	5.6	1.7
May	1.6	2.0	4.4	1.9
June	2.3	3.0	6.8	2.9
July	1.8	2.3	5.2	2.3
August	2.0	2.6	4.4	2.0
September	1.6	2.1	4.4	2.2
Major Industries	Trade Services Government Fin.,Ins.,R.E. Elec. Mach. Transportation Construction Aircraft & Pts. Food Apparel Machinery Print. & Pub.	Trade Aircraft & Parts Government Services Construction Transportation Machinery Food Other Trans.Epuip. Fab.Metal Prods. Primary Metals	Trade Petro. Products Government Services Construction Chemicals Transportation Ship Bldg. & Repair Fin.,Ins., R.E. Fab. Metal Prods. Food Prods.	Trade Services Government Transportation Fin.,Ins., R.E. Mining Machinery Chemicals Fabric. Metals Petrol. Prod. Primary Metals

[1]/ Source: Population Research Center, University of Texas

[2]/ September 1968 for SMSA's. June 1968 for very small areas.

[3]/ Bimonthly data available for very small areas only.

CASE HISTORY

Mr. "A"

Mr. "A" is 35 years of age, married, has three children, and is a high school graduate. He had been employed as a boat patcher at $1.40 per hour, but at the time of application for Mobility had been unemployed for 18 weeks.

Mr. "A" was employed by an aircraft assembling company and is making over $3.00 per hour.

This trainee had applied for Public Housing while enrolled in institutional training; the demand area had not been notified that he had changed his mind. Upon his arrival in Grand Prairie it became evident that he did not intend to live in public housing. The trainee said that he had not reported to Texas Employment Commission personnel in the Valley that he wanted to rent a private house, but he had instead discussed the matter with a counselor in the supply area who assured him private housing would be available. After this family was shown an apartment at Elmer Scott, and were introduced to members of the Housing Authority staff and to prospective neighbors at the project who were also from the Valley, they decided to move into the Housing Project on a temporary basis.

The next day, after they were settled, the Texas Employment Commission office was notified by the employer that this trainee would refuse to live in Public Housing and had so informed their counselor in McAllen.

Later, when the Mobility staff was able to locate a suitable house for this family, a personal visit was made to the trainee's wife. She stated they were very happy at Elmer Scott, had run into several friends they had not seen in years and had no intention of moving.

CASE HISTORY

Mr. "S"

Age 32, eighth grade education, father of four and a migrant cannery worker most of his life. He was tested for a job on June 10, 1968, and scheduled to enter training on July 8, 1968. Unemployed at the time, he was unable to find work locally. He went to Luling, Texas, 258 miles from McAllen for a few days' work as a canteloupe packer. When a call-in card was sent for the applicant to come to the office to complete his papers, a relative phoned Mr. "S" at Luling, and although desperately needing the work in Luling, he arranged to have a day off. He and his wife arrived at the office late in the afternoon to sign the necessary forms. They expressed to the interviewer their profound gratitude for this opportunity - a chance to train for a job which would enable them to live in one place for the first time in their married life. Mr. "S" said he had always dreamed of something like this but had just about given up hope of ever finding such a thing. Mrs. "S" was equally enthusiastic and said this job would mean more to them than they could possibly say. Her eyes were brimming with tears.

CASE HISTORY

Mr. "T"

Mr. "T" had worked in California in 1967 as an Electronics Assembler. Due to a bad marriage and an illness in the family, he returned to his home in Laredo. Mr. "T" was unable to find steady work for although he possessed a skill, there was no demand for it in Laredo. In the meantime, he remarried and started to raise a family. Mr. "T" realized that he must get out of Laredo so that he could make a decent living for his family, but he had no money to move. While in the Laredo Texas Employment Commission office, Mr. "T" was informed of the Labor Mobility Project. Here was his chance to get a good job in another area and receive a relocation allowance too. Mr. "T's" application was sent to Dallas for job development. In the booming Dallas electronics industry, a man with Mr. "T's" qualifications had no problem attracting employers. One contact was made and the result was a job order for an Electronics Assembler starting at $2.50 per hour. Mr. "T" travelled to Dallas for an interview and was hired. With the help of the mobility staff he rented a small but nice one bedroom apartment. Everything looked great, but suddenly Mr. "T" was struck with facial paralysis (Bell's Palsey). Although this was a temporary condition, he would be unable to work for about three weeks. The move had exhausted Mr. "T's" relocation allowance and he had not been on the job long enough to accumulate any sick leave. It looked as though the "T" family would be forced to return to Laredo. Mr. "T" came to the Mobility staff seeking help. Arrangements were made through county welfare to get a temporary food supply for Mr. "T" and his family. Mr. "T" had gone to a private doctor for treatment for his affliction. The disease had to be treated daily and Mr. "T" was being charged $20 per day. The Mobility staff made arrangements with the Saint Paul Out-Patient Clinic for treatments at $1.00 per visit. Mr. "T" made a rapid recovery and was back on the job in a week and a half. At last report Mr. "T" had gotten a raise and was well satisfied with his job and his move.

CASE HISTORY

Mr. "W"

Mr. "W" had been known in the supply area local office for a number of years prior to the start of the Mobility project. He was single, with no record of parents, having completed the 10th grade at Brownsville High School. His employment history was extremely spotty and local office records indicate he was recovering from a back injury at the time of his first application for work. This 22-year old individual was hard to reach. He had held so many jobs and was estremely uncertain about his work desires that he was almost "gun-shy" to call-ins. Nonetheless, contact was established but he would have no part of relocation, indicating he would not move from the Brownsville area.

This individual is so very representative of many returning servicemen counseled in the local office. Mr. "W" had served a year in the Navy, worked six weeks as a service station attendant at $35.00 per week, worker as a diesel mechanic trainee for 3 months at $1.25 per hour, went to sea as a header on a shrimp boat for three weeks and got so sea-sick he couldn't stand it, and spent 4 months working at a local nursery for $1.00 per hour, yet he was completely uncertain about his future and the vocational choice he wished to follow. Still, he would not accept the opportunity of learning a skill that would lead to a decent job. After several months, Mr. "W" was recontacted for Mobility participation. Perhaps the time was sufficient to mellow his position for he responded favorably and accepted the opportunity, accepted a job, and relocated to Fort Worth. He was still on the job and intends to make Fort Worth his permanent home.

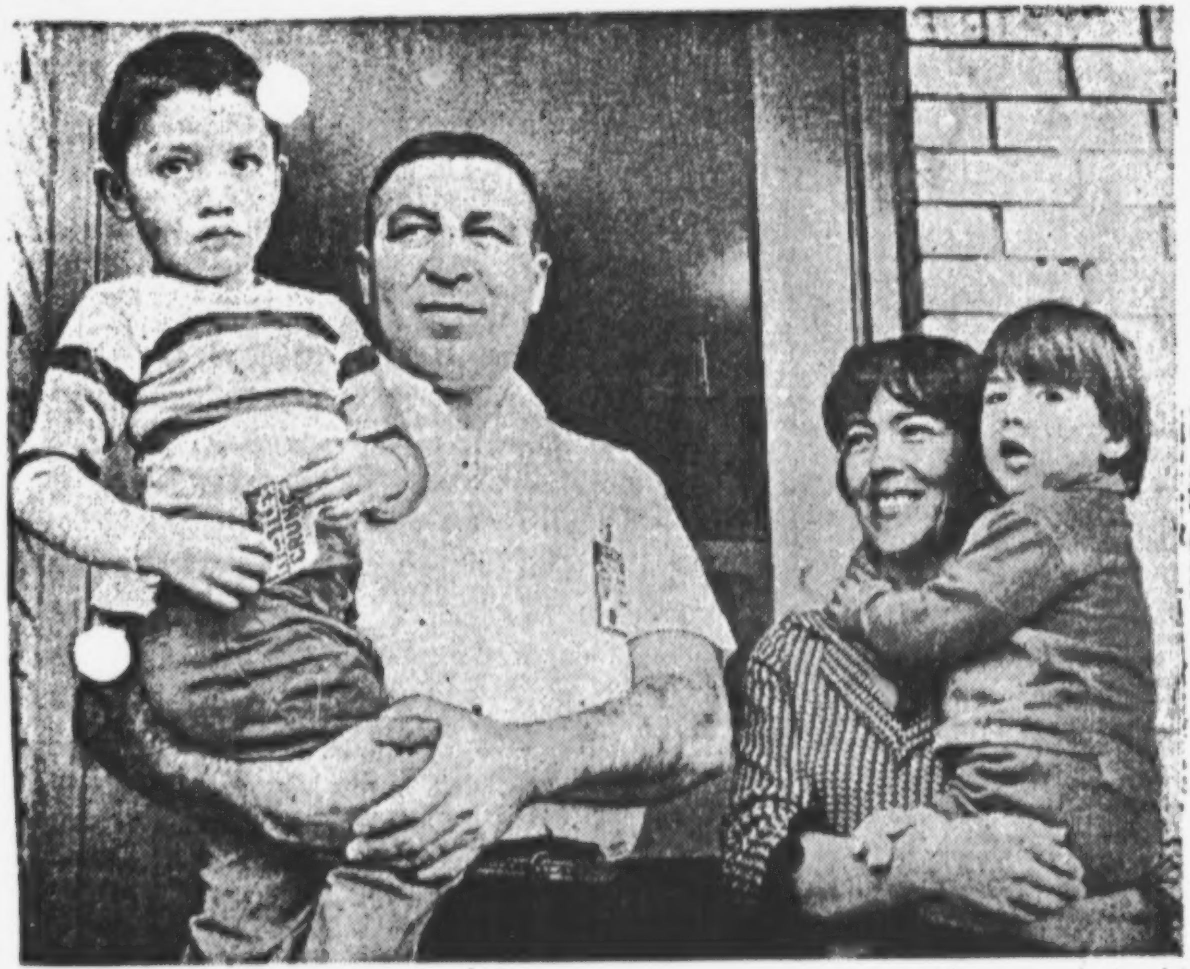
CASE HISTORY

NEWS RELEASE

Veteran, Mexican-American, 34 years of age, eighth grade education, married with five children. He has worked as a field foreman for the Bracero Program for the past 15 years. The last five years of his employment with the company were spent in Mexico, where he continued his job as field foreman. The company finally closed up operations in Mexico and he was left without a job. After spending a few months in Rio Grande City, Mr. Garica's bank account was gone, forcing him to borrow money from the bank. After approximately ten months in the United States, again, Mr. Garcia was having a hard time trying to make ends meet. He had lost contact with many of the local employers and was unable to secure a job. Finally, he heard about the Mobility program and before he knew it, he was being enrolled in a class. After five weeks of training he was relocated to Dallas where his employer has nothing but praise for him as a worker.

Mr. Garcia has returned to visit relatives in the Rio Grande City area and has stated that he clears anywhere from $100 to $180 per week depending on overtime. He is happy with his job and plans to make Dallas his permanent home.

(See clippings attached)



SEEKING A BETTER LIFE

Mr. and Mrs. Raul Garcia, holding two of their five children, are seeking a better life in the Dallas area. Garcia is among those who have relocated from the Rio Grande Valley to work for Ling-Temco-Vought.—Staff Photo.

DALLAS TIMES HERALD

Friday, February 16, 1968

RELOCATION PROGRAM

'Big D' Raises High Hopes After Valley of Despair

By **JIM FEATHERSTON**
Staff Writer

Things are looking up for Raul Garcia, who not too long ago was earning as little as 65 cents an hour and even that wasn't coming in steady.

Today, Garcia is a full-fledged employe of Ling-Temco-Vought at Grand Prairie. He's earning decent wages and the work is steady.

Just as important to Garcia and his family is the fact they can all be together. It hasn't always been this way.

The 33-year-old Garcia was among the first to arrive last November under a program to relocate workers from the job-scarce Rio Grande Valley to the Ling-Temco-Vought plant. Fifteen workers and their families arrive each week and eventually 750 will relocate.

For about two years before going to work at LTV, Garcia eked out an existence doing farm work in the Valley.

"I worked sometimes for 65 and 70 cents an hour. I had to in order to survive. There was very little work (in the Valley). There wasn't any industry. Everthing cost too much and wages were very low," he says.

And even at "very low" wages, jobs were hard to find outside of the cantaloupe and cotton seasons.

Unlike some of the transplanted workers, Garcia once earned pretty good wages as a farm foreman in the interior of Mexico for an American produce firm.

"This was all right until my older children had to go to school. Before that, my family would go with me into Mexico," he says. After the children started to school, Garcia would leave his family in his hometown, Rio Grande City.

His foreman's job vanished, however, when the American firm quit doing business in Mexico. Garcia was now able to be with his family in Rio Grande City, but times were tough.

He eagerly entered the program to become an LTV employe. It's a pilot program, sponsored jointly by the state and federal governments and LTV, to relocate workers from areas where jobs are scarce to places they are plentiful.

Garcia received preliminary training in Rio Grande City and took eight weeks of on-the-job training at the Grand Prairie plant before becoming an assembler with LTV. He earns $2.69 an hour and will make more as time goes on.

becoming an assembler with LTV. He earns $2.69 an hour and will make more as time goes on.

The Texas Employment Commission in Grand Prairie has had difficulty finding houses for the relocated families. Because Garcia has five children, his family was eligible to live in the Elmer Scott housing project in West Dallas.

The Garcia family is adjusting to big-city life. Two of the five children (ages 2 to 10) are in school. Garcia's wife, whom he met and married in the Mexican state of Jalisco, is learning cooking, homemaking and English under the relocation program.

THE DALLAS TIMES HERALD

16—A***** DALLAS, TEXAS, TUESDAY EVENING, FEBRUARY 27, 1968

Editorials

Cheering Story

A CHEERING story of success in the problem of solving job needs was that in The Times Herald recently which told of Raul Garcia, formerly a farm worker in the Rio Grande Valey, now an employe of Ling-Temco-Vought.

Garcia was one of the first of 750 unskilled farm workers who are being brought here from the Valley for training and jobs at LTV. This undertaking is a pilot program sponsored jointly by the state and federal governments and LTV.

Garcia's and his family's plight was typical of those who are being aided by the program. He told Times Herald writer Jim Featherston that he eked out an existence for his family by working at 65 and 70 cents an hour and even so could not find steady, year-round work.

After preliminary training in Rio Grande City and eight weeks of on-the-job training at LTV, he has become an assembler in the Grand Prairie plant. He is earning $2.69 an hour, with prospect of earning more. Now he is able to support his family in comfort and send his children to good schools.

One of the most significant, to us, aspects of this story is that the program involved is a partnership endeavor by government and private industry. Such cooperation offers the best hope for training of the unskilled and then employment which is gainful for all concerned.

CASE HISTORY

NEWS RELEASE

Mexican-American

Age: 25 years old

Education: 11 years formal education

Marital Status: Married with one child

DALLAS TIMES HERALD—Friday, Oct. 20, 1967

Big Chance Puts Raul in Dallas

By JIM FEATHERSTON
Staff Writer

Raul Armijo of Edinburgh used to make $75 or $80 a week when he worked, but it wasn't steady.

That's the reason the 24-year-old Latin American snapped at the chance to become one of 750 workers from the Rio Grande Valley who are coming to work for Ling-Temco-Vought in Grand Prairie.

Armijo was among the first 15 to arrive at the Texas Employment Commission office in Grand Prairie Friday. From here on out, a contingent of 15 Valley workers will arrive every week.

"I HATE TO say this, but there are not too many jobs in the Valley, and when I heard about this, I took advantage of it. It offered me a good opportunity to advance and get better wages," Armijo said.

The workers from the Valley will be paid $2.35 an hour.

The relocation of the Valley workers, most of whom are Latin Americans, is the first mass effort to relocate unemployed and partly employed persons from the job-poor Rio Grande Valley.

Armijo was a truck driver when he worked, as was Daniel Garcia, 23, of Edinburgh, who

See LATINS on Page 29

★ LATINS

Continued From Page 27

has been hauling produce seasonally.

"This will be a steady job, and I'm happy to have it," Garcia said.

THE VALLEY workers are being relocated under the Manpower Development and Training Act. Moving expenses were paid to those who were unemployed. The relatively few who had jobs before entering the program paid their own expenses.

Texas Employment Commission and Ling-Temco-Vought officials were busy finding apartments and houses for the new arrivals Friday.

Many of them have never before earned more than $1.25 an hour.

Paper was discovered in A.D. 105 by the Chinese Ts'ai Lun, says the National Geographic.

See Next Page

DALLAS, TEXAS, THURSDAY EVENING, OCTOBER 26, 1967

LEARNING NEW SKILLS

Raul Armijo, left, holds a light while Nazario Aviles rivets a section of an A7 Corsair II jet at Ling-Temco-Vought in Grand Prairie. They are among the first of some 750 workers from the Rio Grande Valley being trained in aircraft assembly by LTV. Armijo, 24, formerly was a truck driver and Aviles, 25, a prison guard.—AP Wirephoto.

CASE HISTORY

Mr. "J"

Veteran, Mexican-American, 29 years of age, 11th grade education, married with one child, 9 years Material Handler. Longest continuous employment 2 months, other than military service. Highest wage $1.60 per hour.

After Relocation: Steady employment, salary $2.50 per hour, job satisfaction.

Experience: His father-in-law died shortly after he relocated. He was granted a one-week leave of absence to return to the supply area. The employer also loaned him money to offset expenses. He returned to the demand area and now he is completely settled and sarisfied with his employment.

CASE HISTORY

Mr. "U"

Veteran, Mexican-American, 31 years of age, 10th grade education, married with three children. Past ten years migrated from Texas to Ohio working harvest and packing sheds. During winter months works as service station attendant when he can find work. Longest period of steady employment four months at salary of $40 per week working about 70 hours per week. Highest earnings past 10 years $1.25 per hour for one month.

After Relocation: Date relocated - December 15, 1967, salary $2.50 per hour, residence, Elmer Scott.

Experience: After relocation to Grand Prairie he leased an apartment in the Public Housing Facility in Dallas. While he was working the night shift, an intoxicated individual broke into his home and frightened his children and pregnant wife. This unfortunate event resulted in the wife having a miscarriage. Although neither the employer nor the housing authorities were responsible for this unfortunate sequence of events, this man was ready to assign the blame to anyone closely associated with him. He quickly informed the employer and housing authorities that he could obtain a $200 loan from his former seasonal employer and return to the migrant stream. His employer counseled with him and advised him that because of his satisfactory performance they would loan him $200 if he would continue in their employment. The man's wife had since moved back to the supply area and he was given time off to return to his former home to assist and convince his wife to return with him. Another house was located for the family in Grand Prairie and this family became stable and satisfactorily employed because someone cared.

Unsuccessful Relocatee

CASE HISTORY

Mr. "C"

Veteran, 25 years of age, 6th grade education, married with three children, past 10 years worked in the migrant stream. During winter months works stop gap employment. Longest continuous period of employment other than military service, 2 years at service station - $40 per week working about 70 hours per week. The highest paying job was $1.80 per hour. This job lasted two months.

After Relocation: Date relocated - November 10, 1967, salary $2.50 per hour, residence, Elmer Scott.

Experience: The first weekend in Dallas he and his family decided to take a tour of Dallas and the surrounding area. He got lost and it took him 7 hours to find his way home. While living in the public housing project in Dallas, Mr. "C" got into a misunderstanding with some of his neighbors and a fight resulted. This relocatee returned to the Valley because of the series of unfortunate events, also as at the insistence of his wife who was pregnant. This applicant was contacted several times by Valley Labor Mobility staff and admitted that he was happy with his job and wishes he was still working there. He states that he would return to the demand area but his wife would not accompany him. This man is again working as a service station attendant at a menial wage.

CASE HISTORY

Mr. "H"

Mr. "H" was a 22-year old single veteran with 3 years of Army service. He had completed 9th grade upon enlistment and acquired a 12th grade G.E.D. equivalency while in the service. Mr. "H" was separated from the service in August, 1967. He went to work as an electrician helper at an hourly rate of $1.40 until he was fired three months later. In May of 1968, he took a job as a header on a shrimp boat, but got sea sick and was fired. He was recruited for the IM project, completed his training, and relocated to the Dallas area. He was placed in an apartment with three other men where they all shared the rent. Two of his roommates moved out to other housing and the third got married. Mr. "H" was left with an apartment that cost him $140.00 per month. He looked unsuccessfully for other roommates when he found he could not meet the rent by himself. He also looked for cheaper quarters for himself, but could find none. He returned to Brownsville. Upon being interviewed by a counselor in the local office, he said he left his job "due to the high cost of housing."

CASE HISTORY

Mr. "P"

Mr. "P" was 37 years of age, married with four children, and had completed the 8th grade. He had worked for most of his adult life as a spray painter in various auto body repair shops in cooperation and partnership with his father in the local area. He was recruited for LM, completed his training, and moved his family to the Dallas area under Mobility funding. He was placed in the Elmer Scott Housing Project by personnel in the demand area. A few days later, he walked back into the local office. During an extensive counseling session he said that the place was "run down". He said there was no stove, no refrigerator, and the quarters were completely unsatisfactory. His quarters were checked and were found to be satisfactory. Without consulting anyone, he loaded his family and household goods into the family vehicle and returned to the supply area. Mr. "P" has since taken a job in a local service station at $40 per week.

CASE HISTORY

Mr. "H"

Single, Mexican American, 20 years old, eighth grade education. Work experience as a migrant to the state of Michigan driving tractor, harvesting cherries and apples. This was seasonal and when it was over he returned to the Valley where he worked packing produce for a store in Pharr, Texas, at the wage of $1.25 per hour.

He was also assigned to the NYC program and worked for the Hidalgo County Road Commission for a period of six months from 1966 to 1967, under this program at $1.25 per hour.

Mr. "H" received MDTA training as an air conditioner repairman from October 16, 1967 to May 1, 1968. He completed this training nine days before the other trainees in the class. This was because he was one of the best students in the class and had been interviewed, tested and hired by a representative of a store in Odessa, Texas to go to work in one of their stores.

He was moved by Labor Mobility to Odessa, Texas, where he commenced work there for a well-known store on May 3, 1968, at the rate of $2.37 per hour. Mr. "H" was contacted on January 23, 1969, and stated that he had returned to the Valley the first week of December. His wage rate at the time of separation was $2.50 per hour, but with income taxes and other deductions, he indicated that he was not able to make ends meet. He had requested a transfer to the McAllen store but it was not forthcoming.

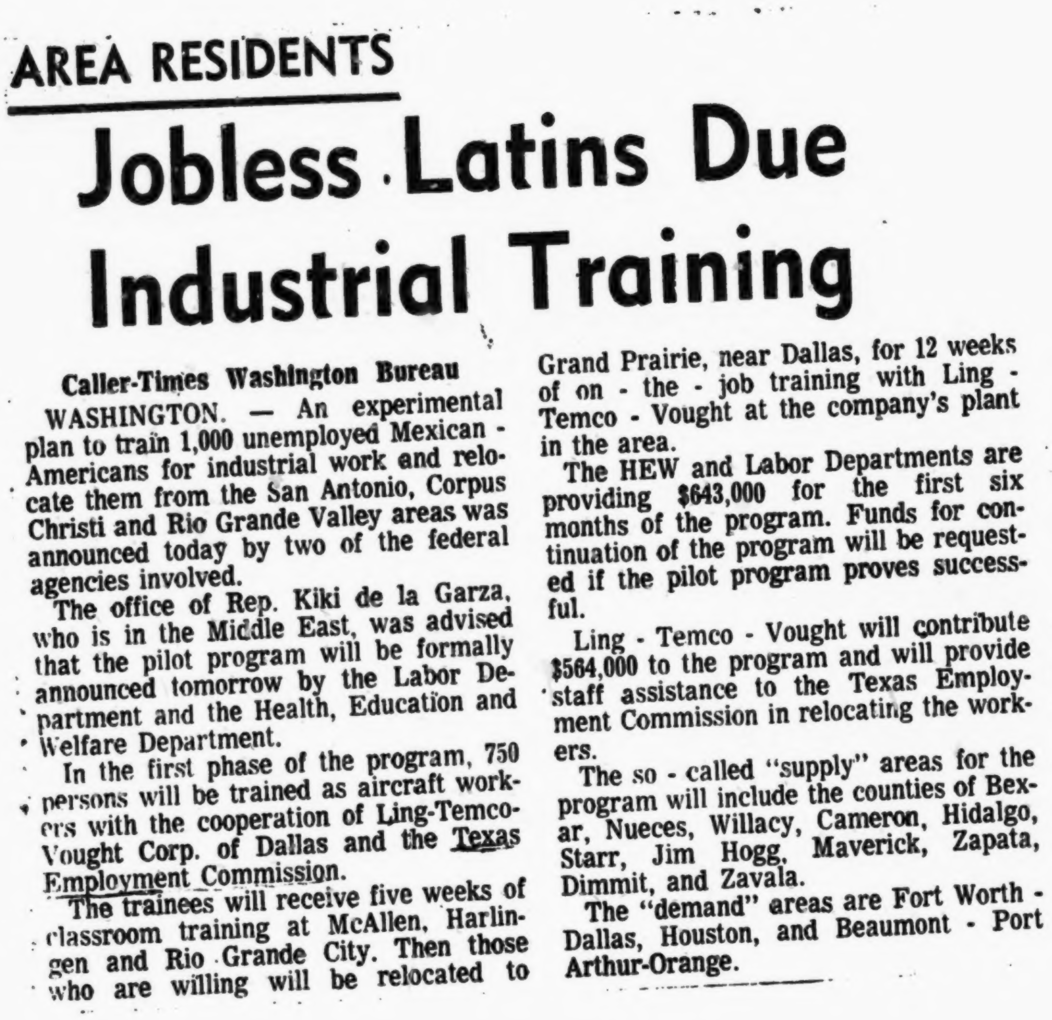
He admits that quitting was a big mistake, but has hopes after talking to the assistant manager here in McAllen that he will be hired at a store here in April of this year.

3

Appendix D

CORPUS CHRISTI TIMES

Wednesday, July 26, 1967



AREA RESIDENTS

Jobless Latins Due Industrial Training

Caller-Times Washington Bureau

WASHINGTON. — An experimental plan to train 1,000 unemployed Mexican-Americans for industrial work and relocate them from the San Antonio, Corpus Christi and Rio Grande Valley areas was announced today by two of the federal agencies involved.

The office of Rep. Kiki de la Garza, who is in the Middle East, was advised that the pilot program will be formally announced tomorrow by the Labor Department and the Health, Education and Welfare Department.

In the first phase of the program, 750 persons will be trained as aircraft workers with the cooperation of Ling-Temco-Vought Corp. of Dallas and the Texas Employment Commission.

The trainees will receive five weeks of classroom training at McAllen, Harlingen and Rio Grande City. Then those who are willing will be relocated to Grand Prairie, near Dallas, for 12 weeks of on - the - job training with Ling - Temco - Vought at the company's plant in the area.

The HEW and Labor Departments are providing $643,000 for the first six months of the program. Funds for continuation of the program will be requested if the pilot program proves successful.

Ling - Temco - Vought will contribute $564,000 to the program and will provide staff assistance to the Texas Employment Commission in relocating the workers.

The so - called "supply" areas for the program will include the counties of Bexar, Nueces, Willacy, Cameron, Hidalgo, Starr, Jim Hogg, Maverick, Zapata, Dimmit, and Zavala.

The "demand" areas are Fort Worth - Dallas, Houston, and Beaumont - Port Arthur-Orange.

VALLEY EVENING MONITOR
McAllen, Texas
July 27, 1967

Plans Announced For Job Training Program

WASHINGTON (UPI)—A joint federal-state - private industry program to retrain and relocate unemployed Mexican- American workers in Texas was announced Wednesday by the Department of Labor.

In a statement to the office of Rep. Eligio de la Garza, D-Tex., the department said the project in "experimental mobility" would concentrate on migrant farm laborers in the San Antonio - Corpus Christi, Rio Grande Valley and Texas-Mexico border areas.

Fred Cueto, manager of the Texas Employment Commission, which will select workers to be retrained in the program, said today he had not been officially notified when the project will get underway.

He said a target figure of 750 workers has been set to be trained in a period of one year. He said workers would receive four weeks of on-the-job training. He said tentative plans called for training stations to be set up in McAllen, Harlingen and Rio Grande City.

The training station in McAllen is expected to be located under the football stadium, Cueto said.

Ling-Temco Vought officials have made several trips to the Valley inspecting sites for the program.

Workers from Bexar, Nueces, Willacy, Cameron, Hidalgo, Starr, Jim Hogg, Zapata, Webb, Dimmit, Zavala and Maverick counties will be retrained for jobs in the Dallas- Fort Worth, Houston and Beaumont - Port Arthur-Orange areas.

One major feature of the experimental project is a classroom instruction program coupled with on-the-job training to result in relocation of 750 workers to the Grand Prairie area.

"Five weeks of classroom training will be given in McAllen, Harlingen and Rio Grande City. The workers and their families will then be provided assistance to relocate to Grand Prairie, and the worker will enter into a 12-week on-the- job training course with Ling-Temco-Vought Aerospace Corp to learn aircraft assembly skills and become a permanent employe," the announcement said.

The Department of Labor and Health, Education and Welfare have provided $643,519 for the project, and LTV has contributed $566,400, the report said.

If the pilot program is successful funds for a continuation of the program will be requested.

Migrant Laborers Will Be Relocated--FW Target Area

By JUDITH OLSON

Fort Worth will be a target area for migrant laborer relocation.

The city can expect to get 100 families from the Rio Grande Valley as soon as the breadwinners finish Manpower Development Training Act courses.

The pioneer project is being fielded by Texas Employment Commission which will use Office of Economic Opportunity funds to help relocate migrants.

Each migrant in the MDTA program will receive moving expenses after he completes his course.

He will be allowed 10 cents a mile if he drives his car, 12 cents if he pulls a trailer and 20 cents a mile if he rents a traailer to move his goods.

If he has no transportation of his own, he and his family will get bus fare to the city and their household goods will be moved for them.

IN ADDITION to direct transportation and moving expenses, the migrant will get help with his living expenses.

Each man and his wife will be allotted $224 and allowed an additional $56 a child for up to four children to get them started in their new location.

When he arrives in Fort Worth, the migrant will have a job waiting and his choice of several housing arrangements.

Dick Olson, American migrant education co-ordinator, explained the program this way:

"Having a home and a job is crucial to these people. We are going to make sure the men and their families have this assurance before they come. But we also feel other things are important if they are to remain.

"They need help in finding stores, knowing transportation routes to and from their jobs, churches and social facilities," he continued. "So we are trying to match each family with another established family in the area. It will be the job of the established family to help the newcomers feel welcome and remain here."

THE PROCESS of moving migrant families into this area will be gradual. But if the first few family transplants are successful, a larger number can be expected.

"More than 125,000 migrants in the Valley need help. And several areas have jobs going begging," Mr. Olson said. "We are experimenting in training and moving men into areas where the jobs are."

Dick Olson

The program is relying heavily on local OEO poverty groups to help integrate the newcomers into their new neighborhoods.

"It's a selling job," the coordinator explained. "The migrants look to the Valley as home—even though they can't find work there. When they become discouraged, the first thing they think of is moving back.

"We want to keep them here," Mr. Olson said. "Families in this area will have to get to know them and sell them on the idea that they are progressing by staying put. They will have better jobs and their children will get better education here," he said.

Migrants are training in auto repair, sales, furniture upholstering, woodworking, welding, electrical service, air conditioning and other fields. Surveys made by TEC show more than 2327 jobs exist in this area for these skills.

Dallas, Beaumont and the Orange areas will also get some of the migrant trainees for relocation in their areas.

The Port Arthur News

THURSDAY, JULY 27, 1967

100 Border Workers May Move Here

A plan of the U. S. Department of Labor to relocate some Mexican-American farm workers in the Sabine area, after specialized training, is not expected to have any "great impact" on the local employment picture, a spokesman for the Texas Employment commission told The News today.

Joe Parrish of Beaumont, district director for the TEC, said he doubted that the Golden Triangle would receive more than 100 of the 1,000 workers the Labor department estimates will be moved from Mexican border areas to Fort Worth-Dallas, Houston and Port Arthur-Beaumont-Orange.

First Announcement

While the relocation proposals have been under consideration in official circles for months, no specific public announcement was made until Wednesday.

It came in the form of a statement from the Washington office of Texas Congressman Eligio de La Garza. It said the Labor department has approved the project under the training law to help unemployment migrant farm workers. The workers now live in San Antonio, Corpus Christi, the Rio Grande valley and along the Texas-Mexico border from Brownsville to Eagle Pass.

To Get Training

De la Garza said the pilot project, designed to test the effectiveness of the re-training, relocation program, will be administered by the TEC. The workers will be given manpower development and training for specific jobs, and then will receive relocation assistance.

The bulk of the project involves a 17-week program of classroom and on-the-job training for 750 assembly workers at the Ling-Temco-Vought Aircraft plant in Grand Prairie near Dallas. The workers will go to the Grand Prairie area for 12 weeks of training on the job, after completion of five weeks of classroom study in McAllen, Harlingen and Rio Grande City.

Costs Split Up

The Labor and Health, Education and Welfare departments will provide $643,519 to cover training costs; and Ling-Temco-Vought is to pay wages estimated to total 65$$,400, the announcement from Washington said. Additional federal funds of $320,000 will finance the moving of the 1,000 workers and their families.

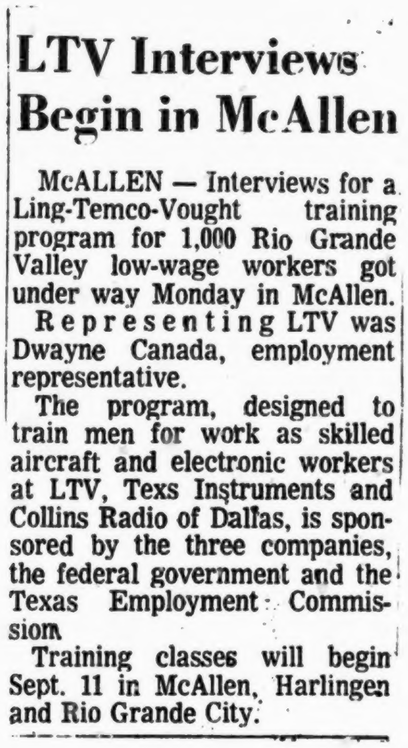
Parrish said he understood the workers who will ultimately come to the Sabine area will be trained as welders and that most of them will probably wind up in shipyard work. He said there is expected to be no problem in absorbing skilled and efficient welders in the local job market, although the demand fluctuates with the rise and fall of activity in the shipyards.

VALLEY EVENING MONITOR
McAllen, Texas
August 28, 1967

BEGINS INTERVIEWS — Dwayne Canada, employment representative of Ling-Temco-Vought of Dallas, is shown today as he began interviewing applicants in McAllen for a training program for 1,000 Valley low wage workers. The program is designed to train the men for work as skilled aircraft and electronic workers at LTV, Texas Instruments and Collins Radio of Dallas. It is sponsored jointly by the three companies, the federal government and Texas Employment Commission. Training classes which are due to begin Sept. 11 will be held in McAllen, Harlingen and Rio Grande City and will be divided into 15 men each. (Monitor Photo)

CORPUS CHRISTI CALLER
RIO GRANDE VALLEY
HARLINGEN, TEXAS

August 29, 1967



LTV Interviews Begin in McAllen

McALLEN — Interviews for a Ling-Temco-Vought training program for 1,000 Rio Grande Valley low-wage workers got under way Monday in McAllen.

Representing LTV was Dwayne Canada, employment representative.

The program, designed to train men for work as skilled aircraft and electronic workers at LTV, Texs Instruments and Collins Radio of Dallas, is sponsored by the three companies, the federal government and the Texas Employment Commission

Training classes will begin Sept. 11 in McAllen, Harlingen and Rio Grande City.

16-C Fort Worth STAR-TELEGRAM SATURDAY MORNING SEPT. 23, 1967

NATION WATCHING L-T-V

Migrants Will Train as Workers

By MARTHA HAND
Star-Telegram Mid-Cities Bureau

GRAND PRAIRIE — The eyes of the nation will be on Texas next month as the first unskilled migrant farm worker arrives here to start on - the - job training under a program at Ling - Temco - Vought Aerospace Corp.

If the pilot program is successful, it is expected to set a training pattern for industry which may help obliterate pockets of poverty and high unemployment.

The first of 750 Latin Americans being trained in the Texas Rio Grande Valley will arrive here Oct. 13, said H. D. (Chris) Crisler, manager of the Arlington - Grand Prairie office of the Texas Employment Commission.

"President Johnson, leaders of industry and people concerned with employment across the nation are eyeing this project," he said.

Joe Andrasko of Arlington, director of industrial relations for the corporation, said much of the credit for the program should go to the Federal Economic Development Administration.

* * *

"WE AT L-T-V planned a mobile training school to operate within a 200-mile perimeter of Dallas - Fort Worth. The EDA asked us about taking it to the Valley.

"It was too far from home for us to stand all the expense. But the EDA offered to pick up the tabs for some of it. And the program was born."

L-T-V went to the Texas Valley and set up a training program in three cities: McAllen, Rio Grande City and Harlingen.

The institutional training program is under auspices of the Texas Education Agency, Texas Employment Commission and the federal Bureau of Apprenticeship Training.

Ross A. Peterson of Dallas, L-T-V's manager of training and safety, said first classes were conducted in McAllen Monday.

"Hurricane Beulah forced us to lock up the building and it may be Monday before we're back in business," he said.

Thirty Latin Americans, all United States citizens, are in the first class at McAllen.

On Oct. 2, the first five - week classes will start in Rio Grande City and in Harlingen Oct. 23, provided schedules are followed, he said.

Then the trainees and their families will come here to begin on - the - job training.

* * *

IN THE VALLEY they will be paid while training from funds from the federal Manpower Development and Training Act.

Their travel expenses also will be paid.

As soon as they arrive for aircraft assembly training at L-T-V's plant here, they will go on the L-T-V payroll at $2.39 an hour.

"We will bottle - feed them if necessary," admits TEC's Crisler. "We think they will necessary. We think they will fit right into the Fort Worth - Dallas area, work and be happy."

Each family will report to Crisler, who has been busy setting up housing for the 750 employees and their families.

"We are taking a look at East Berry property in Fort Worth as well as all low-income type housing. We expect no real problems. We're ready for the first group."

Crisler said there are 30 vacancies in the St. John Church's new integrated apartment complex at Grand Prairie.

"But those apartments, which rent for $107 and $111 per month, bills paid, may be too high for some of these people."

Crisler said many "probably will be housed in the Elmer Scott low rent housing project in Dallas."

He echoed words of L-T-V officials that community reaction in Dallas and Tarrant counties "has been cooperative, warm and favorable."

L-T-V checked with union leaders before entering the program and received approval.

"L-T-V needs more than 3,000 assemblers this fiscal year and we couldn't produce that many people with aptitude nor could the unions," said Crisler.

The Latin Americans all speak and write English.

"For two years the Adult Migrant Education people have been operating schools in the valley to bring these Mexican - Americans up to sixth or eighth grade levels. They've trained 7,000 people," said Crisler.

A top L-T-V official said the program has a two-fold purpose:

"L-T-V needs workers and the Texas valley will soon be faced with 20 per cent unemployment as soon as all crops are in."

* * *

THE ONLY HITCH in the deal is that if a family decides against staying, the trip back to the valley will be at the family's expense.

"We hope they'll forget being migrant and stay with us," said the spokesman.

"There are some 250,000 people in the valley, and expectations were that 50,000 would be unemployed," said L-T-V's Andrasko, a veteran of 29 years of hiring people.

Valley Latins To Start Aircraft Jobs

DALLAS — (AP) — The first Mexican-Americans from the Lower Rio Grande Valley especially trained for work at Ling-Temco-Vought were en route to Dallas Wednesday. A total of 750 families are expected before the program is complete.

The first group is of 15 families. The workers finished a 4½-week training program in McAllen.

THE WORKERS will report Friday to the Texas Employment Commission and will be shown to their new homes in Grand Prairie and West Dallas.

The new employees were trained for aircraft assembly jobs at LTV in a joint program of the company and the U. S. Labor Department. It is a part of the department's program to train unemployed workers and have them move from areas of unemployment to areas short of labor.

THE WORKERS will begin on-the-job training Monday at $2.39 an hour and at the end of eight weeks will become regular employees.

Fifteen families a week are expected to arrive for 50 weeks.

GRAND PRAIRIE DAILY NEWS -- Wednesday, October 18, 1967

15 of LTV's new employees scheduled to reach GP Friday

The first group of Mexican-Americans scheduled for employment at Ling-Temco-Vought will arrive in Grand Prairie Friday morning, according to word received from the Grand Prairie Texas Employment Commission office and the U. S. Department of Labor.

The first 15 workers completed 4½ weeks of training in McAllen Tuesday and, along with their families, will leave the area Wednesday and Thursday, headed for Grand Prairie.

Six of the families will be housed in the St. John's Apartments, SW 23rd and Sherman; six will be housed at the West Dallas Housing Project; two are single and will look for an apartment together in Grand Prairie and the other family, a man and wife with no children, also look for a place by themselves.

The 15 are part of 750 families that will move into the area at the rate of 15 per week for the next 50 weeks. All will work at LTV.

The workers will undergo eight weeks of on-the-job training at LTV and will be paid at the rate of $2.39 per hour. After the eight-week course, they, hopefully, will be assigned to the assembly line.

The workers underwent training in the Valley under bilingual instructors and will have the same at LTV.

Considerable interest has been shown around the country in this project, one of the biggest in the country in attempting to move workers out of an area of high unemployment into an area of low unemployment.

The group is scheduled to report to the Grand Prairie TEC office between 8 a.m. and 12 noon Friday and will be shown their housing. Monday morning the workers report to LTV.

A spokesman for the Dept. of Labor said that the department and the TEC office was proud of community efforts to help the workers and their families fit into the community life. Child care is expected to be provided, women of some of the churches have volunteered to show the families where to buy Mexican food and help the children enroll in schools.

Plans for relocating the new employees are being handled through the Texas Employment Commission in cooperation with LTV. Both offices have assigned a special staff to work on this pilot Labot Mobility Project. As far as it can be determined, this is the first attempt to demonstrate the feasibility of relocating American-Mexicans. TEC officials noted that every possible service will be provided and every avenue of approach will be used to make this undertaking a success.

Since the housing shortage in this area is so acute, TEC has encountered some difficulty in locating suitable housing for these workers and their families.

TEC has requested that anyone having apartments or houses available to contact the TEC office at 2102 W. Main St., AN2-3585.

The Dallas Morning News

Wednesday October 18 1967

Mexican-Americans Arrive for LTV Jobs

A plan to relieve unemployment among Mexican-Americans in the South Texas area will begin to take shape Wednesday in Grand Prairie.

A group of 15 migratory workers from the Rio Grande Valley will be assigned jobs as sheet metal helpers in aircraft assembly at the Ling-Temco-Vought plant in Grand Prairie.

They will be the first of 750 workers to be sent to Grand Prairie and trained by the Labor Department for aircraft assembly work.

The workers completed four weeks of training in assembly skills Tuesday in McAllen, Harlingen and Rio Grande City. The second portion of their training will be given at the Vought Aeronautics Division in Grand Prairie.

Plans for relocating the new employes are being handled through the Texas Employment Commission, in cooperation with LTV.

Six families in Wednesday's arrivals will be housed in West Dallas. The rest will make their homes in Grand Prairie.

The Labor Department has said it will move 15 migratory workers a week the next 50 weeks.

"The Labor Department," said an official, "is proud of the fact the people of Grand Prairie are showing interest in these people. Priests and ministers will meet them and help enroll their children in school, buy food and clothes and help settle them in the community."

The Texas Employment Commission has noted that since the housing shortage in the area is so accute, it has encountered some difficulty in locating suitable housing for the workers and their families.

It asks that anyone having apartments or housing available contact the TEC, 2102 West Main, Grand Prairie, telephone AN2-3585.

The Austin Statesman

Wednesday, Oct. 18, 1967

Texas-Mexicans Start LTV Jobs

DALLAS (AP)—Fifteen Mexican-American families from the Lower Rio Grande Valley, the vanguard of 750 families, are en route to Dallas and new jobs at Ling-Temco-Vought.

The group finished a 4½-week training program in McAllen Tuesday and will spend today and Thursday moving to Dallas. Friday they will report to the Texas Employment Commission in Grand Prairie and will be shown to their new homes in Grand Prairie and in West Dallas.

The workers were trained for aircraft assembly jobs at LTV in a joint program between the company and the U.S. Labor Department.

They begin advanced on-the-job training at LTV Monday for $2.39 an hour. At the end of eight weeks, the workers go on the company payroll as regular employes.

Other workers will follow, at the rate of 15 a week, for 50 weeks until the program is completed.

A Labor Department official said the Dallas program is the government's largest effort to date to train unemployed workers and move them from an area of unemployment to an area short of labor.

LTV DALLAS TIMES HERALD—Wednesday, Oct. 18,

First of Valley Latins Arriving

Fifteen Mexican - American families from the Rio Grande Valley, the vanguard of 750 families, are en route to Dallas and new jobs at Ling-Temco-Vought.

The group finished a 4½-week training program in McAllen Tuesday and will spend Wednesday and Thursday moving to Dallas. Friday they will report to the Texas Employment Commission in Grand Prairie and will be shown to their new homes in Grand Prairie and West Dallas.

The workers were trained for aircraft assembly jobs at LTV in a joint program between the company and the U.S. Department of Labor.

They begin advanced on-the-job training at LTV Monday for $2.39 an hour. At the end of eight weeks the workers go on the company payroll as regular employes.

Other workers will follow, at the rate of 15 a week, for 50 weeks until the program is completed.

A Labor Department official said the Dallas program is the government's largest effort to date to train unemployed workers and move them from an area of unemployment to an area short of labor.

During the training program in South Texas, LTV furnished instructors and government funds paid living expenses at a rate comparable to unemployment compensation. Federal involvement ends when the workers reach their new quarters in Dallas.

8-A Fort Worth STAR-TELEGRAM WEDNESDAY EVENING OCT. 18, 1967

Migrant Worker Trainees for LTV Due to Arrive Friday

Star-Telegram Mid-Cities Bureau

GRAND PRAIRIE — The first group of Rio Grande Valley migrant workers trained for employment at Ling-Temco-Vought, Inc., will arrive in Grand Prairie Friday morning.

Arlington-Grand Prairie's Texas Employment Commission office will assist the Mexican-Americans in getting settled in the area, a Department of Labor spokesman said.

* * *

THE TEC IS still having trouble in obtaining housing for the approximately 750 valley workers who are scheduled to take jobs at LTV.

Anyone with houses or apartments available has been asked to come to the TEC office at 2102 W. Main here or call ANdrew 2-3585.

A group of 15 workers is expected to arrive Friday. Others will be coming at intervals during the next 50 weeks.

* * *

THOSE ACCEPTED by LTV will have had four weeks of training in aircraft skills before arriving in the Fort Worht-Dallas area. The second portion of their training will be given by the Vought Aeronautics Division.

This on-the-job training phase will continue for eight weeks with each worker being paid $2.39 an hour.

The Arlington - Grand Prairie TEC has assigned a special staff to work with the "Labor Mobility" project.

Many migrant farm workers in the Rio Grande Valley have been unemployed because of greater use of harvesting machines and other mechanical tools.

The federal government is paying a portion of the cost of training the valley workers. The pilot project, is successful, is expected to be attempted in other parts of the country.

The Dallas Morning News

Wednesday, October 18, 1967

New Workers Due at LTV

The first group of migratory workers from the Rio Grande Valley is expected to arrive in the Grand Prairie area Friday to become employes of Ling-Temco-Vought.

Eventually, 750 workers from the Valley will be employed at LTV. The first group will consist of 15 workers.

The Texas Employment Commission is cooperating with LTV in relocating the workers and their families.

The migratory workers will have had four weeks of training in aircraft assembly skills before arriving. The second portion of their training will be given at the LTV Aeronautics Division and will take eight weeks.

Housing is needed for the new workers. Persons with apartments and houses available have been asked to contact the Texas Employment Commission, Grand Prairie.

Mexican-Americans Arrive for LTV Jobs

A plan to relieve unemployment among Mexican-Americans in the South Texas area will begin to take shape Wednesday in Grand Prairie.

A group of 15 migratory workers from the Rio Grande Valley will be assigned jobs as sheet metal helpers in aircraft assembly at the Ling-Temco-Vought plant in Grand Prairie.

They will be the first of 750 workers to be sent to Grand Prairie and trained by the Labor Department for aircraft assembly work.

The workers completed four weeks of training in assembly skills Tuesday in McAllen, Harlingen and Rio Grande City. The second portion of their training will be given at the Vought Aeronautics Division in Grand Prairie.

Plans for relocating the new employes are being handled through the Texas Employment Commission, in cooperation with LTV.

Six families in Wednesday's arrivals will be housed in West Dallas. The rest will make their homes in Grand Prairie.

The Labor Department has said it will move 15 migratory workers a week the next 50 weeks.

"The Labor Department," said an official, "is proud of the fact the people of Grand Prairie are showing interest in these people. Priests and ministers will meet them and help enroll their children in school, buy food and clothes and help settle them in the community."

The Texas Employment Commission has noted that since the housing shortage in the area is so accute, it has encountered some difficulty in locating suitable housing for the workers and their families.

It asks that anyone having apartments or housing available contact the TEC, 2102 West Main, Grand Prairie, telephone AN2-3585.

CORPUS CHRISTI TIMES, Wed., Oct. 18, 1967

15 Valley Latins Moving To Dallas for New Jobs

DALLAS. (AP) — Fifteen Mexican-American families from the Lower Rio Grande Valley, the vanguard of 750 families, are en route to Dallas and new jobs at Ling-Temco-Vought.

The group finished a 4½-week training program in McAllen yesterday and will spend today and tomorrow moving to Dallas. Friday they will report to the Texas Employment Commission in Grand Prairie and will be shown to their new homes in Grand Prairie and West Dallas.

The workers were trained for aircraft assembly jobs at LTV in a joint program between the company and the U.S. Labor Department.

They begin advanced on-the-job training at LTV Monday for $2.39 an hour. At the end of eight weeks, the workers go on the company payroll as regular employes.

Other workers will follow, at the rate of 15 a week, for 50 weeks until the program is completed.

A Labor Department official said the Dallas program is the government's largest effort to date to train unemployed workers and move them from an area of unemployment to an area short of labor.

During the training program in South Texas, LTV furnished instructors and government funds paid living expenses at a rate comparable to unemployment compensation. Federal involvement ends when the workers reach their new quarters in Dallas.

CORPUS CHRISTI CALLER

Thursday, October 19, 1967

Valley Latin Americans En Route to LTV Jobs

DALLAS (AP) — The first Latin Americans from the Lower Rio Grande Valley especially trained for work at Ling-Temco-Vought were en route to Dallas Wednesday. A total of 750 families are expected before the program is complete.

The first group is of 15 families. The workers finished a 4½-week training program in McAllen.

The workers will report Friday to the Texas Employment Commission and will be shown to their new homes in Grand Prairie and West Dallas.

The new employes were trained for aircraft assembly jobs at LTV in a joint program of the company and the U.S. Labor Department. It is a part of the department's program to train unemployed workers and have them move from areas of unemployment to areas short of labor.

The workers will begin on-the-job training Monday at $2.39 an hour and at the end of eight weeks will become regular employes.

Fifteen families a week are expected to arrive for 50 weeks.

For the McAllen training, LTV furnished instructors. The government paid living expenses at a rate comparable to unemployment compensation.

FORT WORTH STAR-TELEGRAM

Thursday, October 19, 1967

Workers Look Ahead to Bountiful 'Crop'

By JON McCONAL
Star-Telegram Writer

McALLEN — Life to Daniel Garcia is one continuous harvest season.

Translated, that means Garcia, 23, has been offered an opportunity to work year-round, without fear of a seasonal layoff or curtailment of his work from a freeze, flood or other of nature's inclemencies.

Garcia jumped at the chance.

"This is the opportunity of my life," said the dark-haired man. "If I make up my mind, I can get ahead."

What has propelled Garcia to this chance is Ling-Temco-Vought's training school which opened here Sept. 11. It is one of three in the Valley.

The schools are aimed at training laborers such as Garcia who have been displaced by machines.

The first group of 15 workers is expected to arrive in Grand Prairie on Friday to begin the second phase of their training, on-the-job at the Vought Aeronautics Division.

Garcia, like 14 others in the first class, was eager for employment.

When you and your wife have five children, ranging in age from 6 to 1, your eagerness is honed somewhat.

"Besides," said Garcia, "I have worked all my life and am used to it."

Garcia's working talents for the most part had been confined to the Valley's farming. He quit school in 1960 and bought a truck to haul citrus.

"It was good work," said Garcia. "But it was seasonal."

It also kept him away from his family as much as a month at a time.

* * *

ONE MORNING on a delivery, Garcia wrecked his truck.

"I didn't work for two weeks," he said. "Things were getting pretty bad, so I went to the Texas' Employment Commission. I didn't ask for the best job . . . I just asked for a job."

The TEC representative told Garcia about the LTV program.

"It sounded like a good job with a good opportunity," said Garcia. "I told him I wanted it."

(CONTINUED)

Garcia is one of many men TEC is steering toward LTV training schools. Before they reach school they have to pass aptitude, reading, dexterity and physical tests.

"We're sending the schools good citizens," said H. L. Mobley, TEC offce manager at Harlingien.

Pierce Warms, whom LTV sent to head the McAllen school, agrees.

"The caliber of our trainees is excellent," he said.

Warms supervises classroom instruction, which includes basic math, reading and writing. The course is also heavy on the use of riveting guns, drill presses, hand tools and other activities involved with sheet metal assembly work.

"Frankly, I'm surprised at these boys' progress," said Warms as he examined an aluminum project riveted neatly by one student.

"They do excellent work."

Warms also has been impressed by the attitude of the public toward the class which opene nere in mid-September.

"Cooperation of the townspeople has been excellent," he said. "They've bent over backwards to help make this thing go."

The citizenry of McAllen allows the classrooms on school grounds.

* * *

THE TRAINING space is part of the high school football stadium, where football games are played throughout the week.

"These people have seemed very excited about the prospect of getting steady work," said Warms.

They're also excited about the wage rate of $2.30 per hour after completion of their five-week course.

"I'm certain not all who enroll will finish or pass," said Warms, "but look at that grade sheet and tell me it isn't encouraging."

The grade book is encouraging, with many A's by students' names.

In order to insure success of the program and to eliminate confusion, LTV employe native of the area as counselor. He's Ruben Gonzales, a 1960 TCU graduate and former science teacher in junior high school.

"This is a terrific program," said Gonzales. "If the people don't take advantage of this program, then they don't need help."

Gonzales, who was reared in a family of 12, has seen poverty prevail among farm laborers most of his life.

"They can make $40-50 a week during harvest season," he said. "But what do they do when there is no work?"

The pilot program is receiving $643,519 from U.S. Labor and Health, Education and Welfare Departments for job training. LTV is paying about $566,400 in wages during initial training periods.

"The only qualms I've heard from the men is about having to relocate," said Gonzales. "It seems that's being taken care of."

He was referring to the Labor Department's approval of $320,000 to help pay moving costs.

* * *

EVERYONE whom LTV has moved to the McAllen school to help with training is impressed with the results.

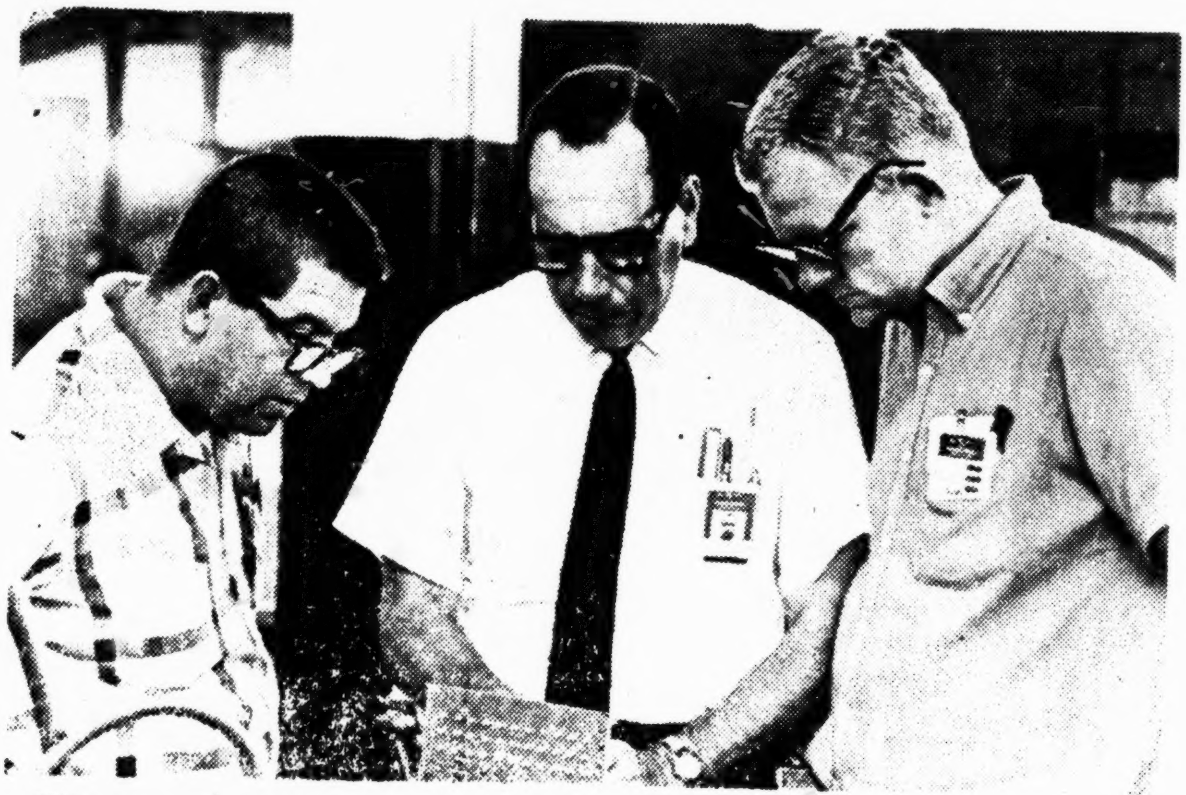
These people are agile . . . they have natural coordination and agility," said Ross Ratliff, an instructor.

Another instructor, Elmer Lapieere of 1811 Larksburg in Arlington, agreed with Ratliff's comments.

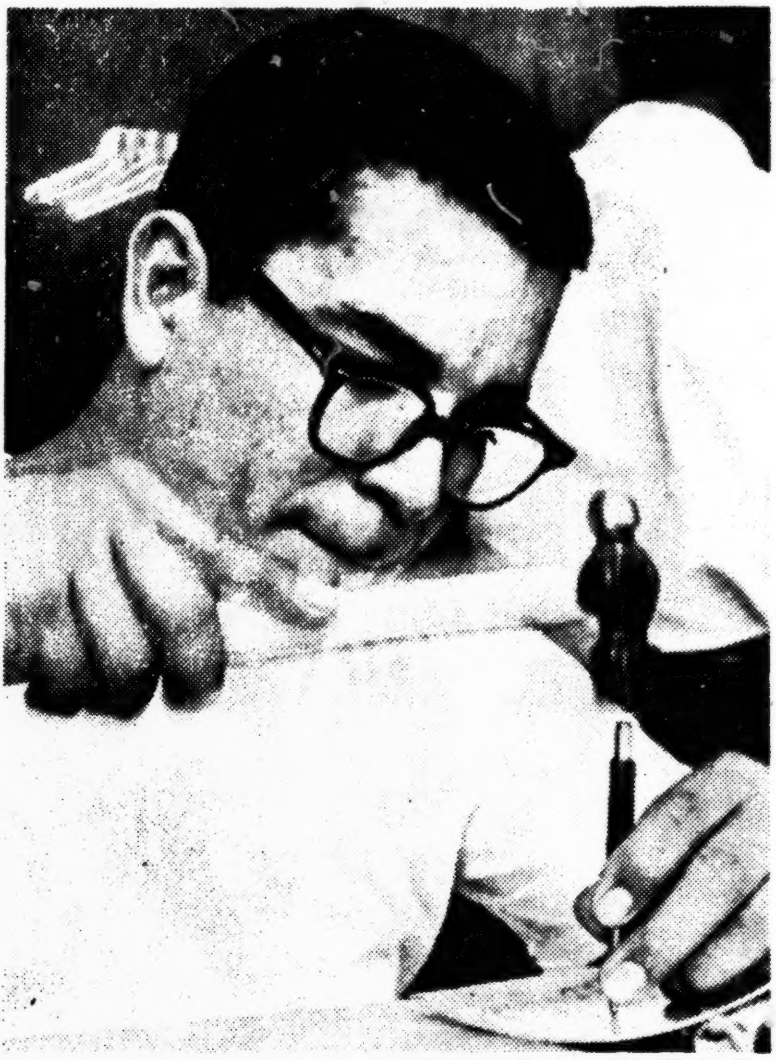
"In my 28 years with LTV, I'd have to say that these were some of the very, very best boys I've watched train."

TEACHING SKILLS—Pierce Warms, head of LTV training center at McAllen is well sold on the quality of students who have enrolled.

(Continued)



SEE? SI! — Ross Ratliff, center, gives a practical demonstration while Fernando Flores, left, a student, and instructor Donald Blumfelder observe during session at LTV school for Valley workers.



—Star-Telegram Photos by Dale Blackwell

OPPORTUNITY KNOCKING — Daniel Garcia hammers away at an LTV trade school in the Valley. If all goes well he will leave the Valley citrus crops behind for his first non-seasonal job.

Thursday, Oct. 19, 1967—DALLAS' S HERALD

LTV Plans Buildup

Firm To Add 6,000 Employes by 1969

By **BILL McADA**, Staff Writer

Ling-Temco-Vought's Dallas-Fort Worth industrial complex will add as many as 6,000 new employes over the next 14 months to push the corporation's area payroll to as many as 26,000 persons, The Times Herald learned Thursday.

Personnel increases over the next three years—more than 75 per cent of it to build the new A7 Corsair II attack jet—will bring the total even higher—to 10,000 new workers by 1970, officials said.

Corporation personnel officials predicted the new manpower will boost the total payroll by as much as $90 million a year to an all-time high approaching $300 million annually.

A major portion of the personnel increase will be in the corporation's Vought Aeronautics Division at Grand Prairie. Today's payroll of some 14,500 will jump to about 20,000 by the end of 1968.

LTV Aerospace Corp., a subsidiary of Ling-Temco-Vought, Inc., will add people until it will be employing more than 32,000 by 1970.

Vought Aeronautics will need the new workers to meet Department of Defense requirements for the Corsair II, a subsonic aircraft specifically designed for wars of the Vietnam type.

The division already has delivered more than 125 of the jet aircraft, and orders from the Air Force and the Navy will require the building of almost 1,500 more through the early part of the 1970s.

The total contract will approach $1.5 billion.

To meet the demand for skilled workers, the corporation is expected to expand its traveling training program in an effort to recruit and train unskilled persons.

Only this week some 15 former migrant farm workers from the Rio Grande Valley were reporting to on-the-job training assignments at the Grand Prairie assembly plant. More than 700 more are scheduled to report for work within the next 30 to 60 days, officials said.

The traveling training program, a joint venture between LTV and various federal agencies, is seen as the key to meeting the expansion needs. The Dallas-Fort Worth labor pool is all but drained, according to the U.S. Department of Labor. Unemployment in the area is negligible.

The LTV complex now employs some 60,000 in its operations.

Joe Andrasko, LTV industrial relations director, said Thursday he "would not be at all surprised" to see the mobile classrooms range into adjoining Southwestern states to lift unemployed persons out of poverty pockets.

He noted that while there remains a potential labor pool of 40,000 to 50,000 unemployed or underemployed persons along the Rio Grande, there are

See LTV on Page 7

★ LTV

Continued From Page 1

also other areas in Texas which might prove to be fruitful.

"Our labor research cost a lot of money," Andrasko said, "so I won't pinpoint a lot of the potential labor pools we have found. But one, for example, is in Southeast Texas where unemployment ranges from 8 to 9 per cent.

"There is raw material all over the five-state area," he said. "If the government wishes to continue assisting in this training program, we are ready and anxious."

In the traveling training program, teams of LTV personnel move to an area with high unemployment and train job seekers in their home area. After the initial basic training, the government pays for their move to the Dallas-Fort Worth area where they go into the corporation's work force at the going pay rate.

"When the people are there to be had, it only takes something to bring them to the surface and on to the assembly line," Andrasko said. "This program will do just that."

The backbone of the rapid expansion plans is the demand for the A-7 Corsair II. Within recent months, the Air Force and Navy have ordered 1,200 more units to be added to 400 already on order by the two services.

Production schedules call for the rest of the A-7A models to be delivered through 1967, the A-7B in 1968 and the A-7D and A-7E models into the 1970s. Deliveries of the 7A-D, an Air Force version, is scheduled to begin in 1969.

According to W. Paul Thayer, president of LTV Aerospace, the addition of the contracts for the A-7D and A-7E models is expected to boost the total value of the Corsair II production to about $1.5 billion.

He said the assembly line at the Vought Aeronautics division in Grand Prairie will be geared to produce about 40 aircraft per month at peak production in 1970.

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LLEGAN LAS PRIMERAS FAMILIAS QUE SERAN RELOCALIZADAS EN DALLAS

Hace ya varias semanas anunciamos a nuestros lectores que un grupo de 750 familias mexicanas serían relocalizadas en Dallas. Se trata de familias de trabajadores rurales migratorios a los que se va a dar trabajo en la planta de la Ling-Temco-Vought (LTV) en Grand Prairie.

El miercoles pasado llegaron las primeras seís familias a las que se ha dado alojamiento en las casas llamadas "de los proyectos" de West Dallas. Otras nueve familias arribaron a nuestra ciudad ayer viernes. Estas últimas rentaron casas en Grand Prairie.

Durante las próximas 50 semanas continuarán llegando a razón de 15 familias por semana. La Texas Employment Comission está buscando casas para estos cientos de familias preferiblemente en lugares donde tengan cerca a otras familias mexicanas. Si el lector sabe de alguna casa que puede rentarse se le ruega que llame por favor al telefono AN2-3585 o vaya personalmente a las oficinas de dicha Comisión situadas en 2102 West Main, Grand Prairie.

Estos trabajadores rurales del Valle que están llegando a Dallas con sus familias han recibido un entrenamiento intensivo de cuatro semanas en tecnica de ensamblaje en McAllen, Harlingen y la Ciudad de Rio Grande. La última parte del entrenemiento la recibirán en la propia planta de la LTV en Grand Prairie. Después de esto trabajaran en el ensamblaje de aviones.

Damos la mas cordial bienvenida a Dallas a estas familias mexicanas. En nuestra próxima edición daremos a conocer mas detalles de su llegada.

GRAND PRAIRIE DAILY NEWS

IONS VOLUME XX, NUMBER 254 SUNDAY, OCTOBER 22, 1967 CIRCULATION — AN 2-1329; NEWS — AN 25141 DA

New neighbors

Bob Allen, right, director of the Texas Office of Economic Opportunity, welcomes the Mexican - Americans who start work at Ling-Temco-Vought Monday. The new workers are part of a group from the Valley in South Texas who will be coming into the area at the rate of 15 families per week for 50 weeks.

Texas OEO Weekly News Memo

NUMBER 43

WEEK ENDING NOV. 2, 1967

FIRST 30 OF 750 LOW-INCOME FAMILIES MOVE FROM VALLEY TO NEW HOMES, JOBS IN DALLAS

DALLAS--Thirty low-income families, mostly Mexican-American, from the lower Rio Grande Valley have moved to Dallas during the past two weeks, with the heads of these families starting work as aircraft assembly-subassemblers at the Ling-Temco-Vaught aircraft plant.

The Mexican-American workers, the vanguard of an expected 720 more to follow with their families, have completed a 4-1/2 week training program for their new jobs in McAllen, Harlingen, or Rio Grande City.

They attended coupled institutional and on-job training classes under the Manpower Development and Training Act (MDTA), and received training allowances during the course of their instruction.

It is anticipated that a large percentage of the trainee-workers will be referred to the program from the OEO-funded Adult Migrant Education classes now being conducted for some 4,200 migrant and seasonal farm workers in the Valley.

The base training allowance is $32 per week plus $5 per week for each dependent up to 6, for a maximum training allowance of $62 per week for a trainee with a family of seven persons including himself.

The workers also receive a cost-of-living allowance to help defray the extra financial burden of relocation. This COL allowance is based on the average weekly manufacturing wage in which the trainee will begin work, and will be approximately $112 for the new LTV workers; plus an additional $112 for the worker's wife and $56 for each other dependent in the family up to 4.

Some of the trainees' dependents who are making the moves from South Texas to new homes in West Dallas and Grand Prairie are mothers, fathers, brothers, and sisters, as well as wives and children.

The TEC has had no difficulty thus far finding rental housing for these families, but it expects that this phase of the relocation operation may present difficulties later on as more of the workers are moved from the Valley to their new jobs in Dallas.

The first class of 15 workers completed their training in the Valley on Tuesday, October 17. Moving vans loaded their furniture and household goods on Wednesday and Thursday and moved them to Dallas on Friday. They had a few days to get settled in their new homes before starting to work at the LTV plant on Monday, October 23. A second class of 15 trainees, following this same schedule, began work Monday, October 30.

Because of a delay in training caused a few weeks ago by Hurricane Beulah, the third class of 15 trainees will not start their new jobs until Monday, Nov. 13. After that, a new class of 15 trainees is expected to begin work at LTV each succeeding Monday until the total of 750 workers has been trained, relocated, housed and started on new work assignments.

(Continued)

Local offices of the Texas Employment Commission throughout South Texas are screening applicants for these training-employment positions. Those who qualify will be training for the aircraft assembly jobs in the program, which is being operated jointly by the U. S. Labor Department and Ling-Temco-Vaught. When the trainees begin their advanced on-the-job training at the LTV plant they receive $2.39 per hour. At the end of eight weeks of this advanced instruction at the plant, the workers go on the company payroll as regular employees.

A Labor Department official said the Dallas program is the federal government's latest effort to train unemployed workers and move them from an area of unemployment to an area where labor is in short supply.

A TEC spokesman said that although there are many applications for the remaining positions, all of them have not yet been filled. Applicants must qualify on the basis of (1) training and work potential and (2) willingness and ability to move their families from South Texas to new lives in Dallas. Those who are accepted for the program must meet qualifications related to age, reading and writing ability and must show a need for such training.

Any persons interested in applying for this training-employment program should contact their nearest office of the Texas Employment Commission.

6—B * * * * * Sunday, Nov. 19, 1967—DALLAS TIMES HERALD

Grand Prairie Housing Crisis Getting Worse

An already critical housing shortage in Grand Prairie is being aggravated by an influx of South Texas workers, according to employment and real estate officials in the Dallas suburb.

Ling-Temco-Vought, in an effort to meet a labor shortage, is bringing 15 trained workers a week from the Rio Grand Valley into their Grand Prairie plant with a total of 750 workers set to move into the area within a year.

H. D. Crisler, manager of the Texas Employment Commission office in Grand Prairie, finds that ". . . the housing shortage in our city is getting worse every day. There are 15 workers' families coming into our area a week. We have located 60 through Friday."

Publicity has brought numerous phone calls offering housing, the TEC manager related, but much of the rent property is not up to standard.

"We are looking for low rent housing," he said, "but we want decent housing. We are trying to sponsor an apartment housing project on Kiest in Dallas and there is something in the mill here for some apartment projects but they will not be ready before February."

Half of the valley workers will find placement in the public housing complex near Hampton and Singleton in Dallas.

Beaumont Enterprise
November 19, 1967

DALLAS HOUSING SHORTAGE EYED

Transfer of South Texans May Be Delayed TEC Fears

DALLAS (AP) — A shortage of housing threatens to delay the move of several hundred workers from South Texas into jobs at the Dallas Ling-Temco-Vought plant, a Texas Employment Commission spokesman said Friday.

"It could squelch the whole program if we just could not place these people in housing," said H. D. Crisler, manager of the TEC office in Grand Prairie. "We are not at that point yet, but it is conceivable."

Labor Shortage

Sixty Mexican-American workers, most of them with families, have moved here since the LTV program was launched ast month. The company seeks to relieve its current labor shortage by recruiting in the Rio Grande Valley where trainees are in abundant supply.

The U. S. Labor Department is sponsoring the workers' training under an agreement with the company. LTV plans to bring in 15 new workers a week for a total of 750 in the coming year.

"The housing shortage might delay the move of people here," Crisler said.

Housing Found

Housing has been found for next week's contingent, but "from then on we don't know where they are going to go," he added.

The workers will be earning about $100 a week and can afford decent housing, he said. "We expect that they will be good responsibe citizens."

\ LEY EVENING MONITOR
November 26, 1967
McAllen, Texas

'Graduates' Get Jobs in Dallas

Training Program 'Successful'

By VIRGINIA ARMSTRONG

"Third class — Oct. 16 to Nov. 4 — " and "in appreciation" to Elmer LaPierre" reads a "plaque" on the wall of a busy classroom under the north end of the McAllen football stadium.

The "plaque" is merely a piece of sheet metal. The tribute to LaPierre and the 15 signatures that follow were drilled into the metal with the same tools LaPierre's students used in learning precision work in construction of aircraft.

The 'appreciation" seems to be mutual all the way around. LaPierre, who with several other instructors from Ling Temco Vaught is providing preliminary training for recruits headed for LTV's Grand Prairie plant, last week had high praise for students he has been "graduating" out of beginner ranks since Sept. 5.

And Dwayne Canada, LTV interviewer who headquarters at the Texas Employment Commission, called the training program "a huge success from all angles."

Canada said he returned last week from a several - day stay burg and Weslaco TEC offices as well as McAllen's.

Has Final 'Say'

The TEC interviews and tests prospective students and recommends those who pass tests to the LTV interviewer. He has the final "say" regarding the recruitment. The first class in McAllen ranged from those with sixth grade education to 15 to 20 hours of college work.

For about four weeks the students attend classes eight hours a day, provided with a stipend that starts with a base of $32, with some family allowance, and with bus fare paid to McAllen for those needing it.

Students move on to Grand Prairie, starting their on-the-job-training of a few months duration at $2.39 per hour and are now on the LTV payroll. After O.J.T. is completed, the salary scale increases.

The company assists them in moving and finding housing and in getting acquainted with their new surroundings. Canada said under the labor mobility clause of federal labor laws most of the men have been eligible for financial assistance in moving their household belongings.

what LaPierre describes as a rigorous training program back in the Valley.

"It may look simple," says the instructor, "but it isn't," displaying various pieces of sheet metal full of holes and rivets, which have been properly achieved with drills operated off a larger air compressor.

Each student is issued his own tool box and he must learn its contents and usage. For larger tools he must apply at the tool bin, and unless he asks for the correct tool for the project at hand he gets none.

600 Types Of Rivets

LaPierre pointed out there are 600 types of rivets. The bins lined up along the wall look all about the same to the unitiated. But students must figure out all their projects to an accuracy of one - sixty - fourth of an inch and they acquire keen discernment under the tutelage of their several instructors.

LaPierre speaks with affection when he comments on their capabilities "No one loafs.. They have to lay out their work for themselves, working from blueprints" and "They are learning an excellent trade. They'll"

Thus far no one who signed for the Valley training has changed his mind when time came to transfer. Nor has anyone returned after making the move.

Sign No Agreement

It will take more time to determine how permanent the ties between trainees and trainer firm will be. They sign no agreement to remain for any specified length of time.

The bulletin board in the classroom acquaints them with the vast operation of which they will be a part, filling government contracts, assisting in a $1.5 billion business, and helping construct the new A-7 Corsair. The new passenger plane LTV is building is at a cost of $21 million and will seat 494 passengers.

Another posted item describes the LTV employes' club, with nominal dues offering all types of recreation from social affairs to touch football, golf, bowling or soft ball.

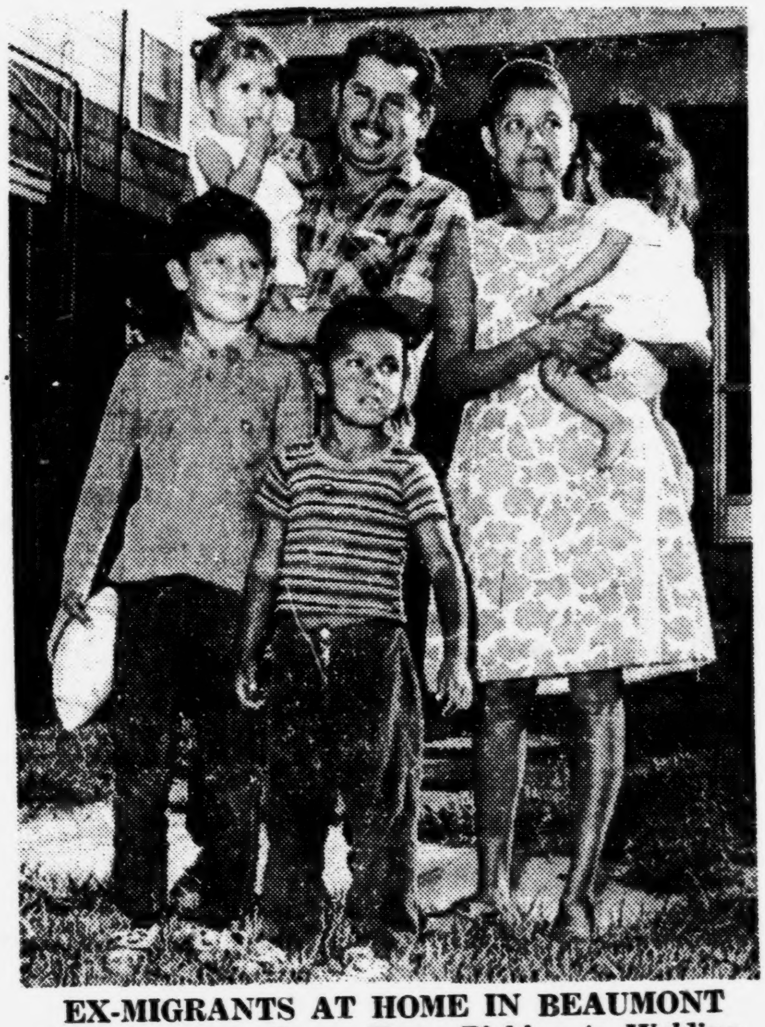
Canada says the firm is "not looking at it from a selfish standpoint" nor is the pilot program set up "to take everyone

THE HOUSTON POST

December 4, 1967

Houston, Texas

Ex-Migrants Become Steel Welders in Beaumont



EX-MIGRANTS AT HOME IN BEAUMONT
Juan Espinoza Turns From Picking to Welding
—AP Wirephoto

BEAUMONT — (AP) — Beaumont's population has increased by at least 43 as that many persons in eight families arrived to start what they hope will be a more settled way of life and a better opportunity for their children to attend school full time.

The eight breadwinners of the newly arrived families will begin work Monday in the Bethlehem Steel Corp Beaumont yard. They are welder trainees and were selected by Bethlehem from a welder's class, in Eagle Pass.

THE CLASS, part of an experimental Adult Migrant Educational Act program, is designed to train migrant farm workers in an effort to improve their chances of a better livelihood without the constant moving from place to place where farm work was available.

The Federal Development and Training Bureau and the Texas Education Agency cooperated in the new program. The Texas Employment Commission also took part.

The eight families that arrived in Beaumont are hopeful their days as nomads are behind them and that they will be able to "remain in one place and our children can get the education we did not get."

W. E. Wilson, Beaumont Texas Employment Commission manager, and Jose Cordero, labor mobility officer for the Texas Education Agency, were able to obtain housing for all eight families.

JUAN ESPINOZA, 34, a native of Asherton, and his family are typical of the newcomers. Espinoza and his wife, Delfina, are the parents of four children, Jesse, 6; Joseph, 4; Cindy, 2; and Josie, 1. Last spring the family of six rode a truck to the beet fields of Michigan. Espinoza had been doing this for 10 years.

Then he heard about the welder's class and made it.

"We hope this will be better, be more permanent and we can settle down," Espinoza said.

Espinoza's friend, Alfredo Parras, is another that thinks "Christmas came a little early this year." Parras has a wife and two children. Earlier this year it was Idaho, Oregon and Minnesota for himself and his family.

BETHLEHEM sent its welder foreman to Eagle Pass to interview members of the class that graduated two weeks ago. After interviewing between 15 to 20, it was decided to employ the eight.

The families are the first to come to Beaumont under the program. They are given grants in order to relocate and settle in their new communities. Also they were given travel allowances.

A spolesman for Bethlehem said, "Skilled workers are at a premium and this program may be a means of securing skilled workers in the future."

Page 4 THE IRVING DAILY NEWS Friday, March 1, 1968

TEC seeks homes for workers

Office personnel of the Grand Prairie office of the Texas Employment Commission are seeking homes for Latin American workers being brought to the area under the Manpower Development act. Solicitation is being done by both phone and personal visits.

These workers have received manual dexterity training in a program sponsored by LTV Aerospace Corp. in the Rio Grande Valley, where there is a shortage of jobs, according to H. D. Cristler, office manager of the Grand Prairie office.

"The Texas Employment Commission is charged with the responsibility of finding homes for these people, who are brought in at the rate of 15 families per week. We expect to relocate 750 new families in the area," he said. "We are calling on all apartments in Grand Prairie, Irving, Arlington and Oak Cliff and have built a file on them. We call weekly to see if there is a vacancy. So far we have been lucky. We have already located homes for 247 family units. We always go and see if the new homes are suitable for them. Some of these families qualify for low rent federal housing in Dallas since they have three or more children.

"They will be employed as aircraft assemblers in this area where there is a labor shortage," he concluded.

Beginning salaries for an on-the-job trainee is $2.39 per hour.

STAR-TELEGRAM
4-26-68

Jobless Texans to Be Moved Here

Workers from areas of high unemployment in Texas — mostly Mexican-Americans — are to be relocated in Fort Worth by the Texas Employment Commission under terms of the federal Manpower Development and Training Act of 1962.

They will be placed with local companies either as paid employes or for retraining under MDTA provisions.

The first families are expected to arrive here May 2 and TEC is appealing for help in locating suitable housing for them.

Persons with available housing have been asked to call Eddy Herrera at TEC, 335-5111. Needed are furnished and unfurnished houses and apartments with up to four bedrooms.

One firm here has sent a representative to the Rio Grande Valley to hire directly in TEC offices in Brownsville, McAllen, Harlingen, Weslaco and Edinburg.

* * *

AREA EMPLOYMENT RISES TO 278,000

Total mid-March employment in the Fort Worth metropolitan area was estimated at 278,000 by the Texas Employment Commission.

The TEC's monthly newsletter, "Manpower Trends," reported today that total employment up to the middle of March was 17,000 higher than one year ago.

One half of the year's total gain was in aircraft and related parts production. This for the most part was due to government contracts.

An additional 2,500 non-agricultural job holders will be added to the work force by May, according to reports from 300 local employers.

Unemployed persons in March totaled 5,400. This was 600 higher than for the previous 30 days.

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200 Families to Find Homes, Jobs in City

Fort Worth with its demand labor market will be the terminal point for an expected 200 families from high unemployment areas, said Dick Olson Friday.

Olson is the adult migrant education coordinator for the Fort Worth-Dallas district of the Texas Employment Commission.

Olson said the Fort Worth area was chosen by the people who are moving from the Rio Grande Valley.

About 15 families a week have been moving into the Grand Prairie-Dallas area since Oct. 19, Olson said, and of the 350 who have moved, only 15 quit their jobs and returned to the valley.

For a family to be able to qualify for one of the grants to move, Olson said, the head of the house must have been out of work for four weeks, must have been actively looking for a job during that time and there must be very little potential he will find a job in the area in which he lives.

The first families to arrive in the Fort Worth area are expected Thursday.

"We're really excited about it, but we're apprehensive about the housing shortage here and its going to be a lot of hard work," Olson said.

The families, which may range in size from a single man to families with as many as 10 or 12 children, will not be doing skilled work, Olson said. "They are just going to work."

The migrant families had a choice of coming to Fort Worth or going to Dallas, Houston, or the Beaumont-Orange area, Olson said.

He explained these areas are demand labor markets.

STAR-TELEGRAM
4-27-68

6 B The Dallas Morning News Monday, July 29, 1968

LTV Employment Program Praised

Washington Bureau of The News

WASHINGTON — Vicent T. Ximenes praised Ling-Temco-Vought Aerospace Co. of Grand Prairie for its work in retraining and relocating migrant farm workers from 13 counties in Texas' Lower Rio Grande Valley.

Ximenes is chairman of the Inter-Agency Committee on Mexican Affairs and commissioner of the Equal Employment Opportunity Commission.

The federal official cited LTV's work as an example of what private industry in cooperation with the government can do to train and find jobs for unemployed people.

Also coming in for praise were the Texas Employment Commission and the Departments of Labor, Commerce and Health, Education and Welfare.

Ximenes said that LTV for the past year has provided five weeks of sheet metal assembly training at centers in McAllen, Harlingen and Rio Grande City.

After training, LTV has hired the workers at its plant in Grand Prairie.

The TEC locates housing in the Dallas area, orients the family to the new community and provides a relocation allowance to help the family meet its economic needs until the husband receives his first paycheck.

Through July 1, Ximenes said, 467 workers have been hired by LTV and 418 are still employed. Some have left the company and moved on to other jobs in the Dallas-Fort Worth area, he said. By Sept. 30, Ximenes expects 750 workers to have been trained, hired and relocated in this phase of the project.

The over-all project also involves relocating workers who have been trained under other federal programs in Laredo and other cities in the Valley to jobs throughout Texas.

The average cost per relocation is $420, Ximenes said.

Lack of funds halts LTV migrant worker program

Although LTV Aerospace Corporation's program of retraining migrant workers from the Rio Grande Valley for skilled positions at the local plant has been an outstanding success, it will not be continued, at least for the time being.

Joe Andrasko, who has headed the program, said that lack of federal funds to support the retraining project has prompted its termination.

Schools which were set up in the Rio Grande Valley will be closed and the company will return to offering training only in Grand Prairie, Andrasko noted.

The program began last October when the migratory workers were selected to attend five weeks of classes on basic aircraft skills in the Valley. After completing their training, the workers and their families were transported to houses or apartments in the Dallas area to begin working at the plant.

Proof of the program's success, according to Andrasko, who is industrial relations director for the company, is the low 10 per cent ratio of workers that dropped out of the program. Normal withdrawals on the same type of program for workers in the Grand Prairie area run to 30 per cent.

"We really expected to lose more men, considering the change in living conditions, working conditions and mores the men faced," Andrasko commented.

In the past year Andrasko, an Arlington resident, has spoken to state and national conventions of the program, largest and first of its kind.

Support for the program was furnished by the Department of Health, Education and Welfare with $323,000 used to select workers by the Texas Employment Commission. Department of Labor allocated $320,000 to move the workers to an area near the Grand Prairie plant.

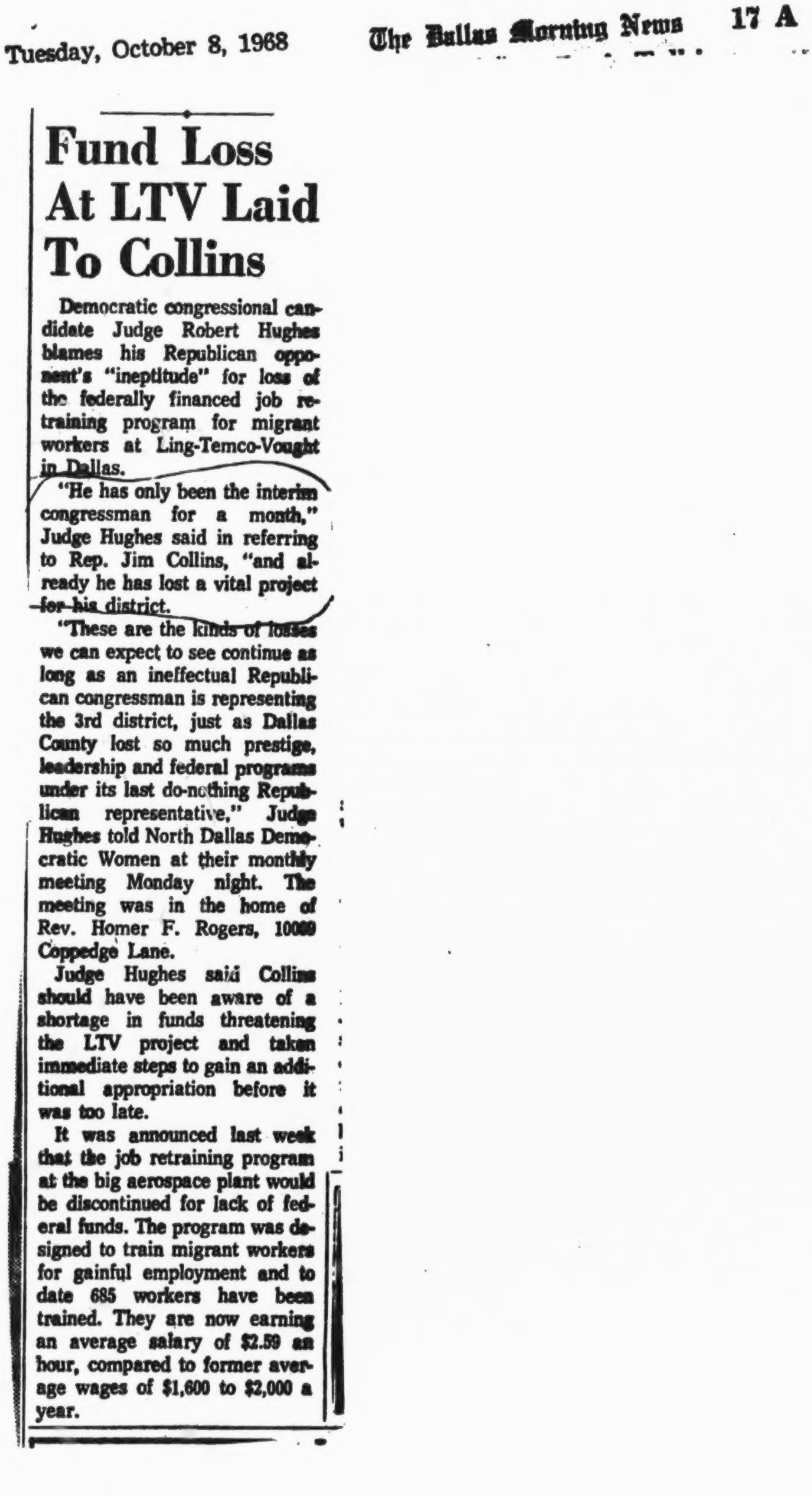
Before acceptance by the program, many of the workers earned a minimum of $1 per hour. After entering the program, they earned $36 a week of standard unemployment compensation while taking the five-week course. When they moved to Grand Prairie, they received approximately $2.44 an hour, the regular company wage for eight weeks of "on the job training."

Officials estimated that these workers already have paid the program back in taxes during a year of working.

Praise for the program has come from several areas including from Commissioner Vicente T. Ximenes, chairman of the Inter-Agency Committee on Mexican American Affairs.

He called the project "unique" and "successful" and in a special address recently pointed out that through their "contribution to the economy as customers and the savings made in welfare payments, plus the improved prospects for the future well-being of their families, we can see that this program is really paying for itself."

LTV officials had indicated months ago that the program was successful enough they hoped to continue it if funds were available.



Tuesday, October 8, 1968 The Dallas Morning News 17 A

Fund Loss At LTV Laid To Collins

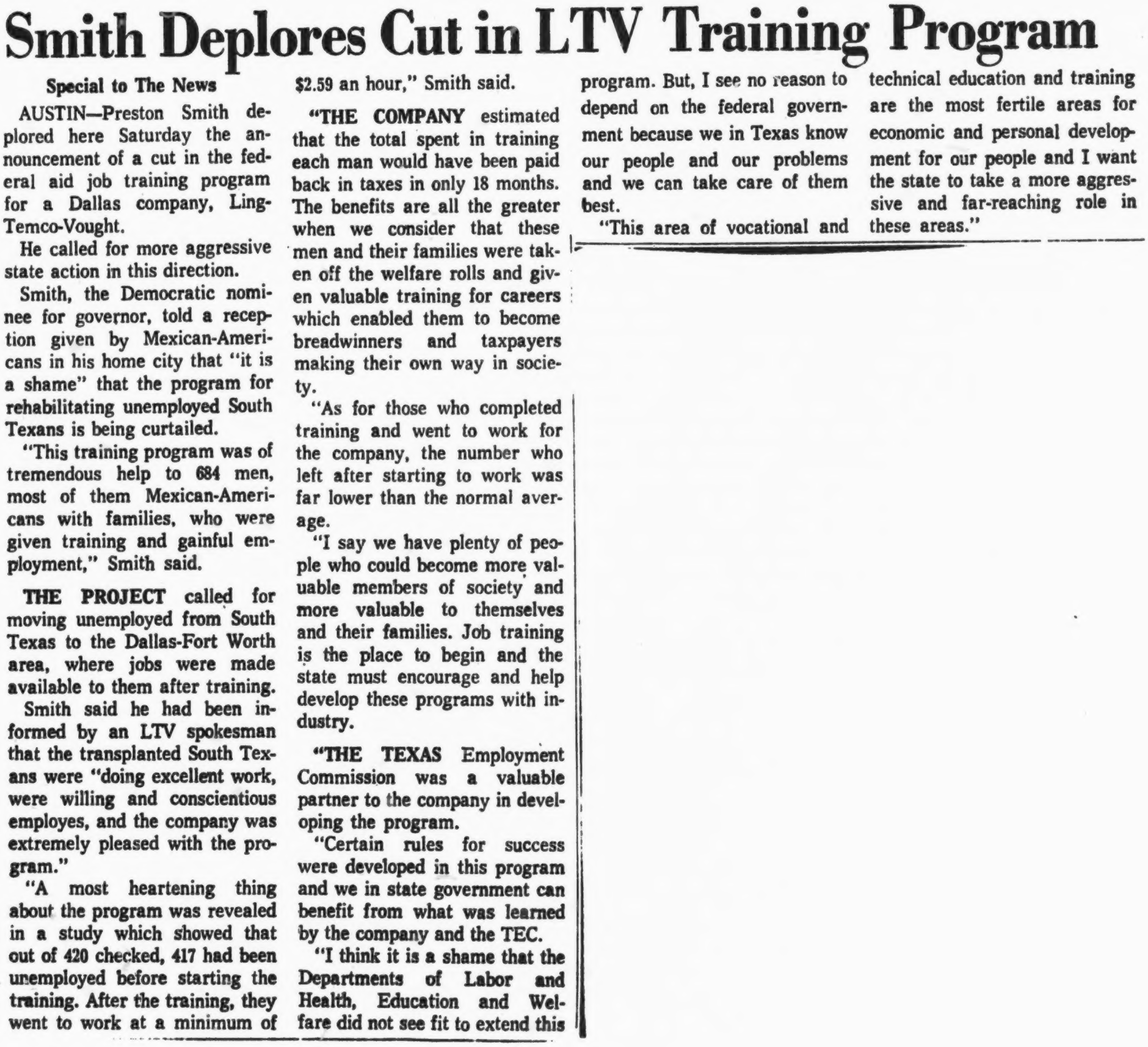
Democratic congressional candidate Judge Robert Hughes blames his Republican opponent's "ineptitude" for loss of the federally financed job retraining program for migrant workers at Ling-Temco-Vought in Dallas.

"He has only been the interim congressman for a month," Judge Hughes said in referring to Rep. Jim Collins, "and already he has lost a vital project for his district.

"These are the kinds of losses we can expect to see continue as long as an ineffectual Republican congressman is representing the 3rd district, just as Dallas County lost so much prestige, leadership and federal programs under its last do-nothing Republican representative," Judge Hughes told North Dallas Democratic Women at their monthly meeting Monday night. The meeting was in the home of Rev. Homer F. Rogers, 10089 Coppedge Lane.

Judge Hughes said Collins should have been aware of a shortage in funds threatening the LTV project and taken immediate steps to gain an additional appropriation before it was too late.

It was announced last week that the job retraining program at the big aerospace plant would be discontinued for lack of federal funds. The program was designed to train migrant workers for gainful employment and to date 685 workers have been trained. They are now earning an average salary of $2.59 an hour, compared to former average wages of $1,600 to $2,000 a year.



Smith Deplores Cut in LTV Training Program

Special to The News

AUSTIN—Preston Smith deplored here Saturday the announcement of a cut in the federal aid job training program for a Dallas company, Ling-Temco-Vought.

He called for more aggressive state action in this direction.

Smith, the Democratic nominee for governor, told a reception given by Mexican-Americans in his home city that "it is a shame" that the program for rehabilitating unemployed South Texans is being curtailed.

"This training program was of tremendous help to 684 men, most of them Mexican-Americans with families, who were given training and gainful employment," Smith said.

THE PROJECT called for moving unemployed from South Texas to the Dallas-Fort Worth area, where jobs were made available to them after training.

Smith said he had been informed by an LTV spokesman that the transplanted South Texans were "doing excellent work, were willing and conscientious employes, and the company was extremely pleased with the program."

"A most heartening thing about the program was revealed in a study which showed that out of 420 checked, 417 had been unemployed before starting the training. After the training, they went to work at a minimum of $2.59 an hour," Smith said.

"THE COMPANY estimated that the total spent in training each man would have been paid back in taxes in only 18 months. The benefits are all the greater when we consider that these men and their families were taken off the welfare rolls and given valuable training for careers which enabled them to become breadwinners and taxpayers making their own way in society.

"As for those who completed training and went to work for the company, the number who left after starting to work was far lower than the normal average.

"I say we have plenty of people who could become more valuable members of society and more valuable to themselves and their families. Job training is the place to begin and the state must encourage and help develop these programs with industry.

"THE TEXAS Employment Commission was a valuable partner to the company in developing the program.

"Certain rules for success were developed in this program and we in state government can benefit from what was learned by the company and the TEC.

"I think it is a shame that the Departments of Labor and Health, Education and Welfare did not see fit to extend this program. But, I see no reason to depend on the federal government because we in Texas know our people and our problems and we can take care of them best.

"This area of vocational and technical education and training are the most fertile areas for economic and personal development for our people and I want the state to take a more aggressive and far-reaching role in these areas."

Migratory Workers Show

It Takes Effort To Be Somebody!

Editor's note: One of the great migrations occurred in Texas the past year. A total of 21184 persons shook loose from their roots in the Rio Grande Valley and came to Dallas. It is a heartwarming story of despairing migratory workers finding a new way of life that sounds like the American Dream come true.

By **JUDI DANIEL**

DALLAS (AP) — Evaristo Sandoval traveled around the nation from one short-lived job to another a year ago, barely eking out an existence for his family.

Today Sandoval worries less about his own security and more about the pilots' who fly the planes he inspects.

"The Navy is depending on us," he said. "If the job is not done right a pilot could get killed."

Sandoval was one of many jobless Mexican-Americans in the Lower Rio Grande Valley until a Dallas-Based industry took a mobile classroom to him.

The company trained him and others, moved them with their families to Dallas and gave them a new way of life.

And—what the labor mobility project did for Ling-Temco-Vought Aerospace Corp. is seen by company officials as highly profitable.

It added 684 skilled workers at a time when the unemployment rate in the Dallas metropolitan area had dropped to below two per cent. Column after column of classified ads begged for people to go to work.

What the project did for the people involved, though, is the real success story.

The plight of the migrant stoop laborer in an increasingly mechanized world suddenly brightened. Now, this group possesses steady jobs.

"It is a better way of life," Alicia DeLeon says of her new job and home. Alicia and her husband, Leon, both work at the plant and recently purchased a new home. They know an independence they never experienced before.

The world looks brighter, also, to a Mexican-American mechanical engineer who suspended his professional career with the corporation long enough to become a full-time counselor to the new employes.

Rod Rodriquez was one of three Mexican-Americans selected from within the corporation to enter the Valley and prepare the trainees for a new personal life they approached at the same time they prepared for new jobs.

His job has continued as the relocated Mexican-Americans meet new problems.

"It is much more rewarding to work with people than with figures," says Rodriquez.

Intangible rewards also came to the staff workers at the Texas Employment Commission who undertook to find homes for the Mexican-Americans.

What do they remember?

A day when a lovely light snow began to fall and the young family they had taken to look at an apartment almost burst with excitement as they alighted from the car and let the first snowflakes they had ever seen fall over them.

And a young father, tense with worry about what difficulties might face him in the city who thanked the housing staff with unashamed tears for the home he thought was just right for his family,

"I never believed," he said, "that people up here would really care about us."

The project was a tremendous one in terms of the human element, said J. B. Andrasko, director of industrial relations.

He admitted the company had some doubts about attempting to relocated the Mexican-Americans from the Valley—a traditionally rural, close-knit and family-oriented people.

Would they be able to cope with city congestion, homesickness for the quiet, peaceful Valley and longing for parents, sisters, brothers, uncles, aunts and cousins who were part of their daily life?

In all, 2,184 people—men, women and children—became part of the experiment. Two hundred and sixty were school-age children.

"The keys to the success of the program were understanding, excellent counseling and a keen determination on the part of the workers and their families to escape their environment of unemployment, poverty and despair," said Andrasko.

Teamed with federal and state agencies, LTV Aerospace Corp. established three schools in the Valley.

The schools began in 1967 and provided five weeks of training for 15 men at a time.

They were trained to be sheet metal assemblers. As they were graduated, the men were given permanent jobs at the Grand Prairie facility between Fort Worth and Dallas.

Of the 750 enrolled, 684 were graduated and relocated.

The corporation expected to lose 40 per cent of the trainees. They lost only 10 per cent and only 2 per cent of those returned to the Valley. The others took other jobs in this area.

The government will make money on the deal.

Take five typical trainees:

The government's total schooling and relocation investment was $4,997.

After 10 months on the job at LTV Aerospace, the same group paid $3,119 in income taxes to the government.

And the government no longer had to pay unemployment compensation or other welfare costs.

The Mexican-Americans know the score.

"The program is helping the country—everyone is getting their share of the money," says Gilbert Ramos, the father of four children.

Alicia DeLeon comments, "Everything you have you have to work for. This program has given us the opportunity."

The workers are enthusiastic and eager to prove they are good investments. Many enrolled in after-hours educational courses on a voluntary basis.

"I'm working five days a week but I want to work overtime," one deaf-mute Mexican-American scribbles on a piece of paper. Rafael Martinez' supervisor says he is a good worker and very ambitious and wants

Austin American-Statesman Sunday, Dec. 15, 1968

(Continued)

to move up to more responsibility.

The Mexican-Americans adjusted to their lives outside the plant, too. Martinez found a club where deaf-mutes gather and his friends call him a "real swinger."

Alicia and her husband take their children to the zoo for entertainment, or just downtown where a completely new and exciting world provides hours of enjoyment.

"We go home to the Valley less often now," she says, and smilingly adds, "We've even gotten to where we don't like the taste of the water down there anymore."

Relocations haven't been without their problems. Trainees and their wives received orientation lectures while still in the Valley, but problems of cashing checks, establishing credit and resistance to fast-talking salesmen still come up.

Housing, the TEC relates, was at first a problem. Apartment house managers and rent house owners were skeptical.

As more and more Valley families relocated, however, word of their desirability as tenants and contributors to the community got around.

The housing staff members said they felt a great deal of satisfaction when a reluctant landlord agreed to try one of the Valley families only to call the following week and ask for more.

Every effort was made by the TEC to find just the right accommodations for each family.

One trainee failed to mention that he raised gamecocks. He arrived with a trailer load of caged cocks, all fluttering and distressed. He insisted he must locate a country house fenced for chickens within three hours or the cocks would die. A house was found.

Supervisors at LTV Aerospace have the highest regard for their new workers. The first two wings turned out with zero defects on a current aircraft project were two on which the Mexican-Americans worked.

The Mexican-Americans worked best at first, one supervisor said, if they were within seeing distance of each other. They didn't want to talk or work together—just be able to see each other and know that they weren't alone.

They are less apprehensive now, find their jobs interesting and are gaining confidence both as workers in a foreign field and newcomers to a metropolitan society. They are on their way.

As Gilbert Ramos says:

"It takes effort to be somebody."

NEW FACES IN H.F. FACTORY

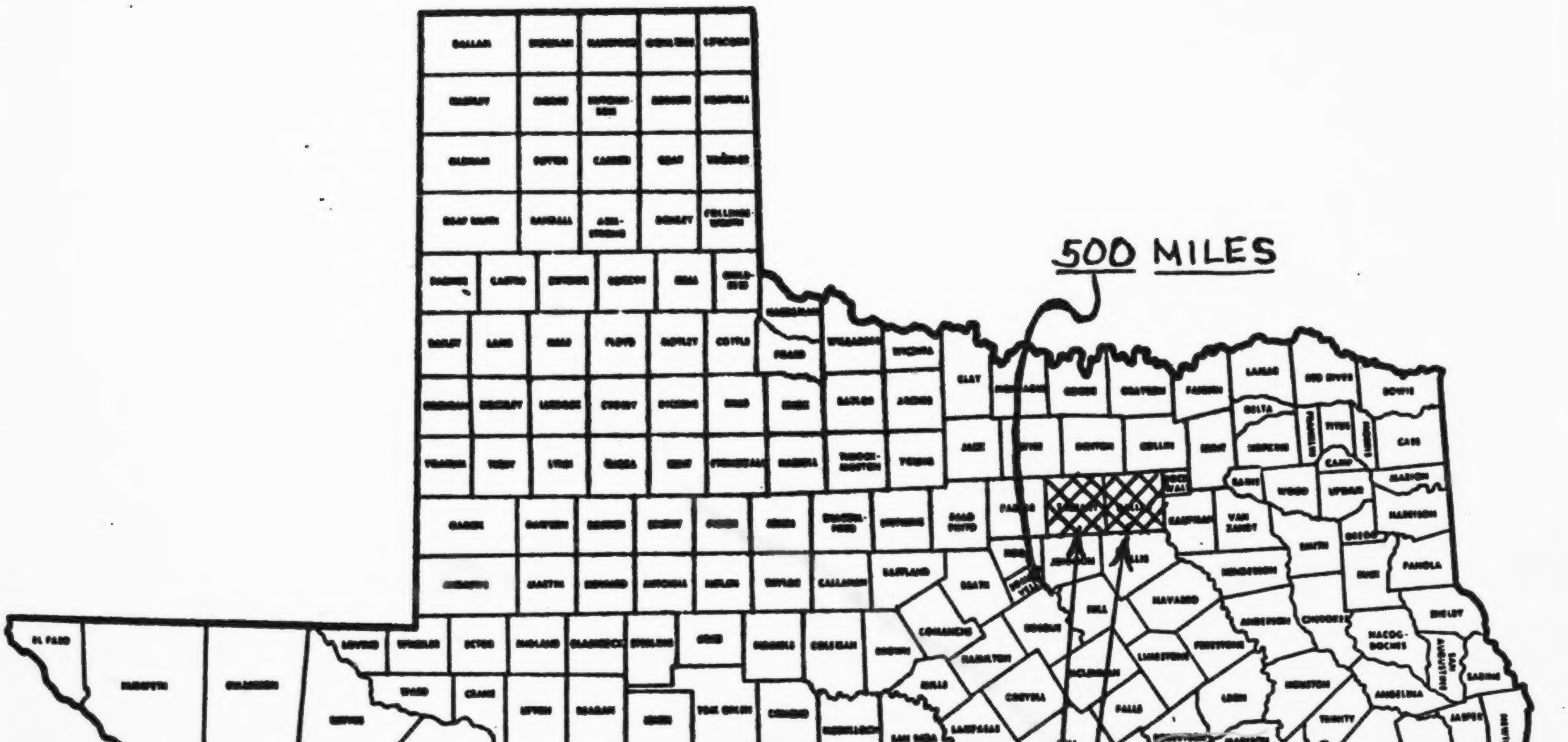
Pictured above are eleven factory trainees recently hired through Texas Employment Commission's Labor Mobility Program. The men came to Fort Worth from Laredo and Harlingen. One man was absent when the picture was taken.
The "Labor Mobility Program" helps to relocate persons from areas of high unemployment to areas such as Fort Worth where there is a labor shortage.

The men pictured above are training in several areas. Some are learning to operate turret lathes, automatic screw machines and mills. We take this opportunity to welcome them to Fort Worth and Harbison-Fischer.

Appendix E

- E-1 -

DEMAND AND SUPPLY AREAS


500 MILES
360 MILES
■ SUPPLY
▨ DEMAND

BUREAU OF BUSINESS RESEARCH
THE UNIVERSITY OF TEXAS

Appendix F

GLOSSARY OF TERMS

Active File	-That group of work application on file in an Employment Service Office for which the last contact with the applicant is less than 60 days and is known to be looking for work.
Applicant	-A person who is registered in an employment service office. In this project, the Texas Employment Commission.
Call-in	-Any one or a combination (mail, telephone, personal contact, etc.) of methods by which an applicant is requested to contact the Employment Service Office.
Demand Area	-An area where there are unfilled job openings to which the worker relocates. In this project, an area of acute labor shortage.
Eligibility	-Any involuntarily unemployed worker who is unable to secure suitable local employment within normal commuting distance is eligible for assistance from the mobility project in both job development and relocation (including financial assistance).
Follow-up Questionnaire	-Two months after the relocatee has started work on his new job or his family has relocated (whichever is later), the project contacts him in person to determine his status and the initial success of his relocation. This follow-up is done with the aid of a questionnaire prepared by the Bureau of Employment Security. (ES-264)
Inactive File	-That group of application cards on file in an Employment Service Office for which the applicant has not contacted the office in more than 60 days and after five business days has not responded to a call-in.
Involuntarily Unemployed Individual	-A person who is willing and able to accept suitable employment, and who is: a. Unemployed through no fault of his own. An individual is unemployed through no fault of his own if he was: (1) laid off due to lack of work; (2) discharged for reasons other than fault of misconduct; or (3) forced to resign for reasons other than misconduct; or b. Unemployed for six or more weeks regardless of cause of termination; or c. A member of a farm family with less than $1,200 annual net farm family income.

Involuntarily Unemployed Individual (cont'd)	Occasional odd job employment is not considered as employment in determining whether the worker is involuntarily unemployed. The amount of employment which would constitute more than occasional or irregular employment, and would make the individual no longer unemployed is dependent upon the facts and a matter of the exercise of administrative discretion. A person working full-time at a job below his skill level, however, and at a lower rate of pay, cannot be considered unemployed for relocation purposes.
Job Development	-In the context of the mobility project, job development is the exploration of various sources (State Employment Service offices, employers, etc.) to seek suitable job openings for workers.
Labor Mobility	-Job placement and relocation of an individual (and/or his family) and his household goods beyond commuting distance.
Positive Recruitment	-The method of recruitment where the employer or employer representative interviews in the area where the labor is available.
Pre-employment Interviews	-When the applicant travels to a demand area for a face-to-face interview with an employer.
Project Population	-All individuals interviewed and deemed eligible for possible relocation assistance, whether or not they are willing to relocate or are successfully relocated.
Relocatee	-An individual who has accepted a job out of his normal commuting area, has started work with the new employer and remains on the job at least sixty days.
Relocation	-Relocation occurs when a worker in the project population enters work on an out-of-area job and is furnished financial assistance to relocate by the mobility project or the employer, or elects to relocate using his own finances.
Returnee	-An individual who has relocated, moved his family to the new area, given the job a fair trial of at least two week's and quit for good reason (wages not as represented, adequate housing not available, illness, etc.).
Supply Area	-That area where the worker maintains his permanent residence prior to relocation. In this project, an area of surplus manpower.

Supportive Services	-To provide the relocatee with information on housing, schools, churches, etc., that can assist him in adjusting to the new community. This may include meeting the worker upon arrival, assisting to obtain housing, and to become oriented to the new area.

Appendix G

The following dissertation was written by Mr. David C. Ruesink, Assistant Professor of Sociology at Texas A&M University and Mr. Thomas B. Batson, Research Assistant at the same institution. This survey is to be a three year longitudinal study of the impact of Mobility upon the applicants involved in the Texas Mobility Project.

SUCCESS FACTORS ASSOCIATED WITH RELOCATING WORKERS FROM NON-METROPOLITAN AREAS

David C. Ruesink and Thomas B. Batson

* David C. Ruesink is Assistant Professor of Sociology, Texas A&M University. Thomas B. Batson is Research Assistant, Texas A&M University.

It has been known for some time that mechanization and technological innovations are causing high unemployment in areas such as South Texas where much agricultural labor for the migrant stream originates. Predictors indicate that manpower displacement will continue for several years. For example, Stanley (1968) estimates that in Michigan, Ohio, and Kentucky, crops requiring 140,900 workers in 1967 may require only about 100,300 by 1971. While an overabundance of labor exists in certain areas, there are some industries that have labor demands which are not being met adequately from local sources.

In order to bring about a better manpower balance it appears that two alternatives are available: (1) industries could move to areas where labor is available or (2) people could relocate to areas where jobs are available. Moving industries is a long range program which requires a great deal of study and planning, which has limited most recruiting programs to within commuting range of the factory. Moving people is largely conjecture because most industries have felt that workers in relocation programs are subject to problems and stresses considered, for practical purposes, insurmountable. This inability to adjust is even more severe for Mexican-Americans from South Texas who have additional pressures caused by a traditionally entrenched minority group status which further retards cultural absorption.

In order to determine whether South Texans could be relocated, a cooperative effort between private industry and governmental agencies has been developed. A pilot project of training and relocation was undertaken by Vought Aeronautics Division of Ling-Temco-Vought Corporation (LTV). This mobility program was designed to recruit aircraft assembly workers from South Texas where there are limited employment opportunities for displaced migrant workers.

WHAT IS KNOWN ABOUT THE ADJUSTMENT PROBLEM

Much has been written about the excess supply of agricultural labor which is being displaced by modern technology and the pressure of economic forces. There is also a great deal of information available on persons who have migrated from non-metropolitan to metropolitan areas. The volume and direction of movement as well as demographic characteristics of migrants is well documented.

For example, in the United States over a five-year period (1955-1959), 14.2 percent of all farm workers moved out of farming each year. However, there was a high rate of "back movement" resulting in an annual net reduction of only 3.5 percent, according to Perkins and Hathaway (1966). They found the off-farm mobility to be higher for younger persons and for those who were multiple job-holders or had previous nonfarm work experience. In a recent Texas study, Skrabanek (1966) found a rapid change taking place among Spanish-Americans who were going from farm to nonfarm occupations; however, he had no indicators concerning whether or not they ever returned to farm work.

The present research involves an analysis of the adjustment patterns of workers and their families in a new type of retraining-relocation program. While there are some programs which have been conducted in the

United States as well as other countries, there are no known studies involving both retraining and relocation of human resources. There are, however, several studies related to the adjustment of individuals who are voluntary migrants.

Factors associated with urban adjustment of rural Southern migrants were analyzed a decade ago by Omari (1956). Out of several variables hypothesized to be related to adjustment, length of residence appeared to be the most highly correlated with socio-economic status and community satisfaction.

The definition of the situation was considered by Moss (1956) as an important factor in the process of assimilation. Families who were new in a community felt that the status of the family's neighbor group or groups as well as the tightness of the community's web of relationship was a factor in deciding whether the family would seek further acceptance from the larger community or confine itself to the neighbor group. It was the initial contact with neighbors and community services which helped provide the individual with his own definition of the situation.

Adjustments of in-migrant Mexican-Americans in a northern industrial community were examined by Shannon and Lettau (1963). By using a control group of Anglo-white Americans, they found that external indicators (i.e., occupational level, family income, and material level of living) were almost totally unrelated to expressions of satisfaction and status in the community among Anglos or among in-migrant Mexican-Americans. In-migrants are faced with the two-fold problem of incomplete absorption into the economy and inadequate cultural integration, according to Shannon and

Krass (1964). They found a great deal of disparity in occupational levels of Mexican-Americans and Anglos. Some of the difference was attributed to the educational antecedents and initial work experience, but Mexican-Americans were not absorbed into the economy to the same extent as were the Anglos. Shannon and Krass concluded that other factors such as primary and secondary associations would need to be analyzed in order to better explain the disparity or absorption into the economic community.

In a Kentucky Mountain migration study it was found by Brown, *et*.*al*. (1963), that the extended family helps absorb the shock of moving, thus providing the individual with a better personal and social adjustment. The kinship ties had much to do with the migrant's destination, way of finding a job, and place to live in the community. The authors also emphasized that the extended family may deter rapid assimilation because social relations tend to remain within the kinship boundaries.

THE L.T.V. PROJECT

Certain industries in labor demand areas where unemployment rates are 1 are low find that they are not able to obtain enough help. Some of them have wondered about using manpower from labor surplus areas such as South Texas.

The unique approach of the program was conceived as a cooperative effort between a private industry, LTV, and several governmental agencies. The innovative aspects of the current program include: 1) training prior to relocation, 2) money for moving and relocation expenses, 3) a house-hunting service and, 4) counseling during training as well as after relocating to labor demand area.

The LTV program was made possible through financial assistance and cooperation with several governmental agencies such as: (1) the Economic Development Administration which provided for the remodeling of the training facility in Rio Grande City, Texas, as well as providing money for the training project itself; (2) the public school systems of McAllen, Harlingen, and Rio Grande City which sponsor five-week institutional phase of the LTV Project; (3) Community Action Agencies in the supply areas which refer applicants for Labor Mobility; (4) the Dallas Housing Authority which relieved the major problems by housing a large percentage of the Labor Mobility families, as well as conducting classes in homemaking, health, etc. for the wives; (5) the Department of Public Welfare which directs the Office of Economic Opportunity's Title V Program; (6) the Texas Education Agency which sets up the curriculum for vocational training related to Labor Mobility; (7) Urban Development which revised the somewhat unrealistic income-per-dependent qualifying criteria for public housing; and (8) the Texas Employment Commission whose involvement in Labor Mobility encompasses all phases of the program including recruitment, screening, counseling, testing, and Mobility payments from relocation to the actual settling down in the demand area.

THE RESEARCH PROGRAM

The primary purpose of the research reported in this paper is to analyze factors relating to the success of a pioneering effort to retrain and relocate workers from non-metropolitan areas. The purpose of this paper is to present the background of the study and to give a brief progress report concerning factors of success based on preliminary results, bearing in mind that this is a longitudinal study to be conducted in six-month intervals over a 24-month period.

The trainees who arrived in Grand Prairie during the month of May were interviewed in June of 1968, and all who remain in the demand area will be re-interviewed at six-month intervals for a period of two years. Because experiments have shown that individuals who are aware that they are a part of a longitudinal study sometimes adjust atypically, possible bias will be minimized by including two additional cohorts of workers also consisting of four classes each for a longitudinalcomparison. About half of the employees who arrived during December were interviewed in July of this year, giving a six months analysis of their adjustment. The other half of the same cohort will be interviewed one year later or at the end of eighteen months of employment; likewise, for the January, 1968, cohort. One-half will be interviewed after twelve months of employment and the other at the end of twenty-four months.

The December, 1967, and January, 1968, cohorts will be compared with the original May, 1968, cohort in an effort to determine any influence the research participation may have had upon their adjustment. At the present time, an analysis is being made on the adjustment during their first month for one set of individuals and the adjustment after six months for another set, plus those, who in these early stages, terminated their employment and returned to the Lower Rio Grande Valley. The personal and occupational adjustment process will be dealt with in other reports.

FACTORS OF SUCCESS

Training. The Texas Employment Commission (TEC) recruits and screens potential trainees, but LTV conducts the final selection in the Valley. Five weeks of concentrated institutional training is provided in South Texas at a training site relatively close to the residence of the trainees. LTV supplies one of their Grand Prairie instructors at each training site. Skills in riveting and sheet metal work are emphasized along with basic functions in mathematics, particularly fractions and decimals.

Trainees state that the initial training in the valley provides them with confidence for doing new work when they relocate. They indicate that there has been relative ease of moving into other types of aircraft assembly work because of their instruction. This preconditioning period prior to relocating is one aspect which certainly seems to aid in a more rapid adjustment when workers relocate to metropolitan areas.

Also, the fact that the training took place before relocation seems to be a key to success. Many of the trainees who were interviewed claimed that they probably would not have applied for the program if they had been required to move before training. They indicated that moving would have been too great a commitment to unfamiliar work prior to successful completion of the training.

Sheet-metal assembly training by LTV began in October, 1967 at McAllen, then in Harlingen and Rio Grande City shortly thereafter. The LTV contract provides for 750 trainees by September 30, 1968. According to Texas Employment Commission officials, the number of relocated workers will be closer to 600 because approximately 15 percent of the trainees dropped out of the training program during the first five weeks. These terminations have contributed to the stability of the classes which were actually relocated. Of those who terminated, some decided that aircraft assembly work was not what they wanted to do. Others had second thoughts about leaving South Texas. Some simply could not master the skills required.

Mobility Money. Money was made available to be used to help pay for relocation after being trained in South Texas. Those who were unemployed at the time they entered the training are eligible for mobility assistance, if they complete the training program. This assistance provides money plus an allowance ($112 for the worker, $112 for his wife, and $56 for each dependent up to four) for the relocation expenses such as paying utility deposits, or rent in advance. In addition, mobility funds were used for a travel allowance and to pay for transporting household goods.

Most of those interviewed stated that they might have a few friends who could relocate without mobility assistance but most of them do not have necessary assets to be able to do it themselves. They usually added that they themselves could not have moved at all without the allowance. A few of the trainees did not qualify for mobility money because they were employed at the time they began training. Out of the first 375 trainees, 11 received no mobility money. All 11 had difficulty the first few weeks in the Grand Prairie area because they did not have the necessary money for establishing their household. Community agencies such as Travelers Aid have had much more demand on their services by these relocatees than those who were mobility recipients.

Housing. Before the trainees arrived, they completed a housing questionnaire providing information concerning their residential needs. Upon arrival in Grand Prairie, trainees reported to the TEC Office to discuss housing. Then they were accompanied by a TEC counselor to view potential housing which was available within their price range and needs. Ideally, TEC hoped to have three choices from which trainees could select their housing. It turned out that often TEC had only one place within 15 miles of the factory to show. Families with one or two children desiring furnished apartments were the most difficult to satisfy because the supply was so limited. If the trainee accepts housing which he regards as unsatisfactory, the counselors are expected to work with him until he finds desired housing.

Many apartment managers were reluctant at first to rent to Mexican-Americans from South Texas. However, they soon learned that these people were excellent tenants and now some apartments are being held when vacancies occur in order to accommodate the next class.

Public housing drew the most comments during interviews. Families with three or more children are eligible for such housing as Elmer Scott in West Dallas, which is an area where most families with 3 or more children have been placed. Some personal clashes between "Valley workers" and the local residents occurred. Many objected to the fact that Elmer Scott is nearly 10 miles from LTV which they felt deprived them of extra leisure time due to the traffic problem associated with commuting to work.

Housing costs constitute another source of dissatisfaction. Since many trainees have been living with kin folks or in their own house in the Valley, the $80 to $110 per month for rent appears as a very sizable proportion of their take home pay. Although they were advised ahead of time concerning the amount they would need to pay for rent, it appears that it becomes harder to accept the depletion of their weekly paycheck when the rent is actually due.

In addition to the personal clashes, traffic problems and housing costs, participants frequently complained about living in close proximity to Negroes. With less than 2 percent of the Valley population being non-white, this becomes a concern of the trainee when he is moved to metropolitan areas where he is likely to live next door to a Negro, particularly if he goes into public housing. The term "nigger", often with a four-letter word preceding it, was frequently heard to describe the neighbors in the public housing area.

The positive aspects of public housing are recognized by the relocatee. Homemaking, English, and health classes are conducted in centers at the public housing area. There the wives who speak no English have friends with whom they can communicate. Friendships develop, car pools evolve, and small mutual aid subgroups are formed so that "valley people" do not feel isolated from the rest of society.

Counseling. Counseling has been integrated into the program at three different levels. When a trainee begins his first five weeks of institutional training in South Texas, both an LTV counselor and an LTV instructor work with the class. These two individuals help prepare the trainees for moving from South Texas to the more urbanized environment of the Grand Prairie area.

Another kind of counseling comes from TEC when the trainee arrives in Grand Prairie. At this time, counseling is normally concerned with, but not limited to, housing needs.

The third type of counseling begins when employees start there eight weeks of on-the-job training (OJT) with LTV. One of three Mexican-American counselors is assigned to the class. These counselors are "on call" day or night to be available for rendering all types of occupational or personal family assistance in all kinds of emergency situations.

Just how effective the counseling is cannot be determined at this time; however, a few impressions might be noted. Respondents were asked whether any of the counseling they received before arriving in Grand Prairie was misleading. In general, there was little dissatisfaction expressed with the counseling; however, a few indicated they expected more overtime and/or that more houses would be available for their inspection. Occasionally, they mentioned that they saw pictures of housing areas, especially public housing, which were misleading.

Questions concerning counseling included "Do you think that the counseling in Grand Prairie should do more for you?". The replies to this question generally fell into two categories, i.e. either "they have done a great deal for me" or "I really haven't seen any counselors since the first days." Many who indicated no contact stated that they knew the counselors were available but they didn't feel their problems were large enough to bother them. A few were disturbed because the counselors had promised to do something but they evidently forgot because no results were obtained. The six-month respondents thought most of their help came during the first two months of employment and many of the May respondents indicated that friends were doing the same thing for them that counselors did for earlier classes.

From this brief preliminary analysis, it may be concluded that counseling at the training site as well as in the demand area is very important to the success of the program. While LTV counseling in Grand Prairie was equally as important at first, perhaps it will become less important as more Valley people move to Grand Prairie. This idea finds support in Brown's study, et. al., of the extended family, but it is the "Valley folk" in this instance who act as counselors for adjustment.

Satisfaction with work. One measure of satisfaction on the research instrument was a question concerning the kind of reaction respondents have when asked whether they would advise their friends to enter a similar training program. The one-month respondents were highly motivated and all but one said they would recommend that their friends enter the program unless the friends were lazy or had a physical reason such as a wooden leg to prevent many hours of standing. Several stated they had already recommended the program to friends and relatives, and four of them called this the "opportunity of a lifetime". The six-month respondents toned down their enthusiasm slightly by saying that the work was good but they were concerned about housing, espically public housing, so would tell friends to investigate this aspect of the program first.

Another measure of satisfaction concerns an adaptation of the Kilpatric Self-Anchoring Technique.[1] Responses are obtained on a scale from one to ten. The score representing the present situation is compared with a score representing where they would place themselves on the scale before leaving South Texas.

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[1] The trainee looks at a ladder with ten rungs where the top of the ladder, number ten, is symbolic of the best of everything, where they have achieved the very finest kind of life they ever dreamed of having. Everything is perfect. The bottom of the ladder, number one, represents a complete reversal, where nothing goes the way they think it should. They are asked to look up and down the ladder and select the rung which represents where they feel they are at the present time.

The one-month respondents indicated a mean score of 6.24 as compared to 4.40 while in South Texas. Four individuals reported a score in South Texas which was higher than when working for LTV, and ten indicated scores which were the same in both places. Thus, about 75 percent view the new life as being better than in South Texas. Of those who had been in Grand Prairie six months, the mean scores were 6.80 for LTV and 3.95 for South Texas employment or a mean difference of 2.85 compared to 1.84 for the one-month employees. Only one of the six-month respondents selected a score higher for South Texas than for LTV and only two thought their score was the same. This would indicate that the longer an individual is in Grand Prairie the greater the difference between his satisfaction with life there as compared to South Texas.

VALLEY RETURNEES

Governmental agencies were concerned primarily with helping relieve the unemployment of Mexican-American migrants, while LTV was interested in obtaining assemblers who were not available in the Grand Prairie area. At the beginning of the project, the possibility of locating migrants from South Texas to the more industrial areas of Texas was a matter of conjecture.

Why did trainees quit or return to the Valley? To obtain these reasons, respondents were asked to state why any trainee did or would quit working for LTV. The answers were varied and yet appeared to reflect a picture not obtained directly from the respondents who did terminate employment with

LTV. Most responses centered around work, housing or personal problems.

Work conditions included excessive noise, not working hard enough, bored from routine, promised overtime or raises which didn't work out, working too much overtime with no free time, problems with the foremen, or not wanting a night shift. Housing dissatisfaction usually centered around paying too much rent, living in integrated areas such as public housing, or having to travel too far in heavy traffic. Personal reasons usually included dissatisfaction of the wife, dislike for the city, home sickness for family or girl friend, or prices too high for items purchased, (therefore, not getting ahead financially), or the family needed help back home. Only four of the 68 interviewed in Grand Prairie stated they had been thinking about going home to the point where they probably would quit. Sixteen others indicated there were certain conditions under which they might quit. The most predominant answers were if the company opened a plant in South Texas or if there were better employment opportunities around Grand Prairie, but three stated they might quit if they were needed by their family in South Texas.

Those who terminated LTV had mean Kilpatric scores as discussed in satisfaction of work of 6.72 compared to 5.42 for what they were doing after termination. Even though there is some difference, only two out of twelve indicated that their South Texas scores were higher and only one gave a response of the same for both places. They simply did not see much difference in their way of life between LTV employment and what they were doing now. Perhaps they are trying to rationalize that the

South Texas way of life is providing them with nearly as much satisfaction as they could achieve with LTV. Of those interviewed, over 50 percent who terminated employment with LTV stated they would like to return if the company would take them back. Some of them had already initiated contact with an LTV counselor.

THE MIGRANT FARM WORKER

The retraining-relocation project was designed in part to assist migrant workers from the Lower Rio Grande Valley where employment opportunities are limited. It was designed to demonstrate the effectiveness of using financial assistance to reduce unemployment for migrant workers. Thus far the program has attracted mostly the younger, better educated, and more trainable type individual from South Texas. Based on the first 375 trainees, the average aged trainee is slightly under 25 years (median of 24.697) with the range being 18 to 43 years of age; about five percent were over 35. The median educational level was over 11 years of school completed. More than 40% had completed high school and 11 individuals had some college credits. Only two persons completed as little as five years and over 90 percent completed more than six years of school. Twenty-two percent were single and only thirty-eight percent of the 273 married couples had three children or more. The average hourly income prior to entering the training program was between $1.50 and $1.51. About one out of every four and a half persons screened were actually taken into the training program. From these statistics it may be inferred that the trainees are not what one would expect for unemployed or underemployed persons, thus the program is not dealing with many hardcore unemployed or unemployables.

High unemployment rates in the Valley are caused by two main factors: (1) workers who annually migrate to the Northern harvest, but winter in the Valley; and (2) those who are employed seasonally or are employed on jobs of short duration in the Valley. However, information available at the present time does not provide adequate information concerning whether relocatees were migrant workers. But careful analysis of the work performed during the 12 months prior to entering training shows that very few had done migrant labor during that period.

About ten percent stated they were doing agricultural work as their last employment prior to the training program. During the 12 months prior to the training, 22 percent of the December classes and 37 percent of the May trainees indicated some type of agricultural employment but farm labor included only 17 percent and 13 percent respectively for each class with the balance in processing or other related industries, with much of this being local rather than migratory work. Thus, the conclusion that migrant workers are being reached would be based on a more lengthy work history than 12 months prior to training. Current information indicates that it is primarily the non-migrant who is involved in the retraining-relocation program, thus such workers would be more receptive to routinized employment.

CONCLUSIONS

This pilot project with cooperation between private enterprise and government agencies provides an excellent workshop for testing applicability of relocation programs. It appears that at least for certain types of jobs, and under the proper conditions, South Texas residents are willing to live in areas other than South Texas. Perhaps the tie to geographical area and families is overridden by other aspects of the value system, particularly occupational employment. Relatively prestigious jobs, such as working with aircraft, have certain appeals that may not be found in other occuaptions.

While much information remains to be analyzed, one thing is very clear at this point--retention success in mobility projects where training and counseling was included prior to relocation has a very positive influence on trainees staying in a metropolitan area. This preconditioning period provides a mental buffer due to the fact that the trainee begins to identify with the new employer prior to moving, and he is forced to think about the change in his life before he actually moves. The second facet of successful adjustment appears to be the advantage of mobility money for relocation expenses. Anxiety due to financial pressure encountered by expenses for moving and setting up housekeeping in a new area is kept to a minumum; therefore, the individuals are less heaitant in trying a new way of life as found in metropolitan areas.

IMPLICATIONS FOR FURTHER RESEARCH

There are many issues concerning the success of the program as well as the adjustment process that are not yet known. Naturally, further analysis of available data will clarify many of these although all possible facets of the program could not be included in this research project. The next research should include all of the social science disciplines as well as home economics.

One omission from the training program as well as the research is the lack of emphasis on adjustment by the wife, which is of major importance. This ommission showed up forceably when it was learned that out of the first 16 unsuccessful relocations, 10 returned to the supply area because their wives, in various ways, could not adjust to the move. Some of these men left their wives in South Texas and were then later unable to convince them to join them in the Grand Prairie area at a later time. Other wives simply did not like the metropolitan pace and would not stay even if their husbands were making more money than he had ever earned before.

Further research might include such topics as economic influence; family influence; reference group influence; more concentration on educational, occupational and economic aspirations for husbands and wives as well as children; differences between those who apply and those selected for training; employment of applicants who do not meet program requirements; how the receiving communities react to the relocatee; and what happens when certain predetermined goals are met--such as payment of debts, saving enough money to buy the store, or farm, and so forth. In order to learn more about the adjustment process as applied to displaced agricultural workers, in-depth research should be conducted on those individuals who had a recent history of migrant work.

More information is needed in order to predict how much surplus rural manpower there will be and where they will be located in order to develop training programs that are able to match labor demands and supply before an area has too many unemployed workers. Such information would require inputs from agricultural engineers, crop and soil scientists, livestock specialists, agricultural economist, and others who may be developing innovations which substitute capital and technology for labor.

Much discussion has centered around what ought to be done for agricultural laborers. However, economic or social aspirations they hold for themselves or their families are not well known. Such knowledge could be an important beginning point for other types of ameliorative programs.

On the surface it appears that the return rate for dollar invested is extremely favorable for the approach described in this paper. An in-depth analysis of the total cost including administration and private contributions should be included in future research in order to compare this type of training program with other types of programs designed to assist the unemployed.

It has been established by this pilot program that pressure created by the manpower imbalance might be alleviated through retraining-relocation programs. Even though adjustment problems associated with relocation have not been analyzed yet, it is felt that with the proper approach, relocation is possible. When there is a surplus of rural disadvantaged people, is it more feasible to relocate people or relocate industry? This decision gets at the basic social and economic costs associated with each alternative. It cuts across economic, psychological, political, educational, as well as social lines of inquiry.

The point is that research is needed to determine consequences associated with the selection of one alternative over the other.

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